

The leadership of **VAREM S.p.A.**, convinced that Quality, Environment, Health and Safety at Work represent fundamental values for sustainable, effective, and long-term business development, has adopted an Integrated QHSE Management System in compliance with UNI EN ISO 9001, UNI EN ISO 14001, and UNI EN ISO 45001 standards, as well as with applicable legislation.

Management is committed to continuous improvement through prevention, training, internal and external communication, and technological upgrading. These tools foster the company's cultural growth by integrating technical and organizational planning at all levels and by identifying and meeting the requirements of interested parties.

The priority actions include:

- Identifying and assessing health and safety risks, as well as environmental impacts, including those related to climate change, and implementing appropriate prevention and protection measures;
- Ensuring and maintaining an Integrated QHSE Management System compliant with UNI EN ISO standards and applicable European directives, guaranteeing worker safety, plant safety, and product quality;
- Continuously monitoring QHSE performance through measurable indicators, activating corrective actions and continuous improvement initiatives;
- Reviewing this Policy in the event of legislative, structural, or organizational changes;
- Promoting a culture of quality, safety, and environmental protection through information, training, and awareness initiatives for all personnel;
- Ensuring the availability and suitability of resources, competencies, and protective equipment necessary for carrying out activities;
- Encouraging active employee involvement, cross-functional collaboration, and the submission of improvement proposals;
- Involving suppliers, contractors, and partners in complying with the QHSE Policy and the commitments undertaken by the Company;
- Pursuing continuous improvement of environmental performance to prevent or reduce pollution, minimize pollutants, and enhance the effectiveness of the implemented integrated management system;
- Developing integrated management system planning aligned with the objectives and targets annually defined by Top Management;
- Establishing and maintaining appropriate controls, including periodic reviews, to ensure compliance with the principles set out in this Policy;
- Periodically reviewing the integrated management system to identify weaknesses and drive ongoing improvement.

QHSE Objectives for the Two-Year Period 2026–2027

OBJ1 – Reduce production waste by at least 10% through systematic root cause analysis, implementation of corrective actions, and periodic performance monitoring.

OBJ2 – Improve incoming inspection controls by introducing the new corporate ERP system into verification processes, ensuring full traceability of incoming materials through digital records.

OBJ3 – Reduce shipping errors by 10% compared to the previous year through process digitalization and segmentation.

OBJ4 – Complete the qualification and validation process of new compound suppliers, ensuring compliance with company technical and quality requirements, with the objective of increasing cost competitiveness and improving quality standards.



OBJ5 – Reduce non-conformities in production and quality control processes by 10% compared to the previous year, through structured root cause analysis, targeted corrective and technical actions, and continuous monitoring of results.

OBJ6 – Achieve 90% upgrading, revision, or replacement of the machinery fleet to improve health and safety conditions in the workplace.

OBJ7 – Reduce lost injury days by 10%, decreasing both the likelihood and severity of workplace accidents.

OBJ8 – Ensure full and ongoing compliance with applicable regulations.

OBJ9 – Digitalize key environmental data related to waste management by formally appointing a service provider for the operational management of the digital Waste Identification Form (FIR).

OBJ10 – Increase by 10% the number of operators made aware of the environmental and climate impacts of company activities through internal communications or short annual information sessions.

OBJ11 – Inform at least 60% of personnel on the correct management of municipal waste, with particular attention to multi-material recycling, in order to reduce residual waste impact and maximize recyclability.

Management undertakes to review the objectives of this Policy and the implemented Management System on a biennial basis to ensure achievement of the established targets.

This Policy shall be communicated to all personnel, made known to suppliers and contractors, and made available to any interested party upon request.

03 March 2026

Chief Executive Officer

Dott.ssa Carla Benettolo
Handwritten signature of Carla Benettolo in black ink.