



INTEGRATED QUALITY - SAFETY - ENVIRONMENT POLICY

NKE Automation Srl, aware of the importance of its social and economic role, has made the development of quality, human capital, environmental protection, health and safety in the workplace the strong point of its corporate culture and of its role in the relationship with the stakeholders.

Because we believe it is essential to invest in the continuous development of the company and in the continuous improvement of our processes in order to guarantee the quality of our products and services, to safeguard the safety of our workers and to protect the environment, we have implemented a management system based on the requirements of the international standards for quality ISO 9001:2015, environmental management ISO 14001:2015 and health and safety on workplace ISO 45001:2018.

Our strategic objectives are geared towards achieving the satisfaction of our shareholders, customers, employees and the environment and the society in which we operate.

Consistent with the organisation's general outlook and strategies and with a view to continuous improvement, we aim to:

- **SATISFY OUR CUSTOMERS:** we ensure the supply of products and services that meet the explicit and implicit needs of our customers, understanding and anticipating their expectations.
- **GUARANTEE THE QUALITY OF PRODUCTS AND SERVICES:** we monitor and certify the quality of products and services, carefully managing the processes and measuring their effectiveness and efficiency, ensuring full compliance with all product conformity obligations and legislation.
- **MAXIMIZE THE VALUE OF OUR PEOPLE:** we recognise the contribution of each person to the company's performance and to the achievement of its objectives, encouraging professional growth and also promoting the application of our code of conduct.

In addition, for the specific aspects of health and safety and the environment, the company has the following goals and objectives:

- Conduct the activities in order to safeguard workers, its own- and third-party property, the environment and the community, respecting the mandatory and voluntary regulations.
- Train and raise awareness among all workers, making them aware of their obligations, responsibilities and the importance of their actions in order to create a "health and safety and environmental culture" in the company.
- Combat incorrect and dangerous working habits, spreading safe and sustainable behaviour through information, education, and training of employees.
- Invest in workplace ergonomics to remove risk factors that lead to musculoskeletal injuries and allows for improved human performance and productivity.
- Prevent by all means accidents, injuries and occupational diseases, also through the active participation of employees and internal and external collaborators to improve internal processes and working environments through the management of reports of unsafe behaviour and accidents missed.
- Aim at a continuous improvement of working health and safety levels through the continuous updating of technological and managerial elements and ensuring the maintenance of machinery and equipment



in compliance with standards and assessing residual risks, promoting technical and operational measures to mitigate them.

- Evaluate the replacement of obsolete technology in favour of machinery and equipment capable of improving the health and safety for the users.
- Evaluate the replacement of hazardous chemicals with products that are equally effective but have a lower impact on the workers' health and the environment and ensure adequate technical and operational measures for the responsible chemical management.
- Evaluate all emergency situations that may occur in the company, ensuring adequate emergency management plan and emergency response teams composed by workers informed and trained to manage the different scenarios.
- Maintain the fire-fighting equipment, ensuring regular monitoring and maintenance of passive and active protective equipment and fire loads.
- Ensure the availability, suitability and maintenance of personal and collective protective equipment.
- Manage its means and equipment to ensure the best environmental compatibility by promoting the use of environmentally friendly and sustainable means of transport.
- Use, as far as economically possible, the best available technologies for the containment of atmospheric emissions, water discharges and waste, promoting the rational and efficient use of water and energy resources, raw materials and the proper management of waste.
- Encourage the use of recyclable products and the "life cycle" approach in the design and production of the systems.
- Adopt procedures that take into account possible environmental emergencies.
- Raise awareness of contractors and suppliers by requiring them to comply with the company's safety policies, laws and commitments.

In pursuing our objectives, we consider the involvement of the various stakeholders to be central, through:

- raising awareness of all stakeholders on the commitments of this integrated policy;
- the involvement of all stakeholders in the defining process of the objectives of the integrated management system;
- the continuous training and the increasing of awareness of our team, operating at all levels, on the basic elements of the management of quality, environmental and health and safety for themselves, their colleagues and all stakeholders;
- the open communication and transparent dialogue with all the stakeholders in relation to the requirements and performance of the integrated management system.

The company management is also committed to ensuring that this policy and the objectives, as well as their implementation programmes, are documented, made operational, kept active, periodically reviewed and communicated to all staff and stakeholders.

Alpignano, 29th November 2023

A handwritten signature in black ink, appearing to read 'Fulvio Ferrero', is written over a white background.

Fulvio Ferrero
CEO