

## COMPANY POLICY

The main objective of the management of the Cembre Group is to pursue the satisfaction of customers and other interested parties, identified in the context analysis: employees, customers, shareholders, suppliers and the local community.

To achieve this goal, the following principles have been set:

- continuously increase the efficiency and effectiveness of processes and the management systems;
- research, innovate and improve existing products and to propose new innovative and sustainable products that meet the needs of the market;
- broadening of commercial markets worldwide;
- to empower, involve, participate and create awareness, communicating with all parties;
- safeguarding the health and safety of both its workers and users of our products. Cembre involves all levels of the organization, through training, analysis and systematic risk reduction for the provision of safety and welfare;
- environmental protection by seeking to reduce the environmental impact also through the recycling of waste, monitoring energy consumption and reducing emissions;
- promote a wider understanding of the culture of sustainability within the group;
- continuous improvement of its Integrated Management Systems;
- compliance with mandatory compliance obligations, whether deriving from legislation, national and international regulations or other industry specific requirements;
- respect and promotion of the values underlying the Company Code of Ethics including the adoption of the rules relating to Conflict Minerals;
- fighting against corruption and potential related disaster, promoting and adopting a culture of prevention.

The Integrated Management Systems, as far as applicable in the various offices are committed to meeting the requirements of the ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018 and ISO 37001:2016 standards, and are used to:

- communicate the principles of company policy and anti-corruption policy into objectives;
- plan business processes;
- control and support the processes;
- evaluate its performance;
- address the risks and opportunities associated with the context in which Cembre operates and with business objectives;
- identify improvement actions.

The Management of the Cembre Group and all the Managers are committed in the involvement of Human Resources and on behalf of personnel, in the continuous improvement of processes, in order to satisfy the objectives set.

All the people who carry out activities within the Cembre Group, to the extent of their competence, must comply with the requirements of the Company Management Systems.

Brescia, 05/ 01/ 2023

The Chairman and Chief Executive Officer  
Dr. Ing. Giovanni Rosani