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QUALITY, SAFETY AND ENVIRONMENTAL POLICY

The Management of ESA S.p.A., a company that is part of the SIAD Group, operating in the sector of complete solutions for industrial combustion on national and international markets, recognizes that the aspects related to Quality, Safety and Environment are decisive for the achievement of medium and long term aims and results. In this regard, it intends to keep an efficient and effective integrated Management System dedicated to these three themes running, disseminating it at all levels. A system that is capable of acknowledging the internal and external requests of the company and transforming them into effective improvements.

ESA S.p.A., following the group strategy, operates with the aim of producing profits, creating job opportunities for company employees and taking into consideration all stakeholders, with the aim of maintaining its leadership position on the national and international market, constantly trying to be better and ahead of its competitors.

In this perspective ESA S.p.A. intends to make its **commitmen**t effective by:

- ✓ Respecting the Rules and Laws in force in the countries where it operates
- ✓ Respecting the Code of Ethics and Company Conduct
- ✓ Setting a suitable and stimulating work environment, with particular attention to worker safety, collaborative relationships and harmony between departments while also respecting ethical and social aspects
- ✓ Paying the utmost attention to the Customer via the accurate analysis of all their specific needs and expectations, whether implicit or explicit
- ✓ Making optimal use of the resources necessary to achieve the aims, in particular with regard to critical activities and transformation processes
- ✓ Pursuing the prevention of pollution, the reduction of waste and consumption of resources and the optimization of business processes
- ✓ Investing in research and development in order to reduce energy consumption associated with its products and services
- ✓ Ensuring the protection of workers' health and safety, also through specific policies, such as the Alcohol and Drugs Policy
- ✓ Focusing on reducing accidents, near misses and injuries, improving health and safety in the workplace
- ✓ Respecting workers' rights, through the guarantee of equal treatment, without any distinction of sex, race, language, religion and political opinions
- ✓ Increasing staff professionalism and awareness of the importance of quality, safety and environmental issues also through training and coaching support
- ✓ Carrying out systematic monitoring of internal and external processes of suppliers and collaborators who work on behalf of ESA, ensuring appropriate awareness of

quality, safety and environment issues and their adherence to the principles of this Policy

- ✓ Implementing an effective analysis of risks and opportunities, aimed at preventing and minimizing potential negative effects
- ✓ Ensuring that all changes to the company's quality, safety and environmental system are planned and managed aiming at continuous improvement
- ✓ Investing with conviction in Research and Development activities aimed at increasing quality, production efficiency, sustainability and safety.

With the aim of pursuing the following **objectives:**

- ➢ Increase its presence and competitiveness on the national and international market
- ➢ Propose technical solutions to the Customer that are compliant with the regulations, which are innovative in terms of efficiency, performance and environmental impact
- ➢ Guarantee the Customer high quality standards of the products and services provided, an effective and timely assistance service and deliveries on schedule
- ➢ Improve the level of satisfaction perceived by the Customer, respecting the commitments made
- ➢ Improve the management system, in order to increase performance in terms of quality, safety and environment
- ➢ Correctly correspond to the expectations of all ESA stakeholders, contractors, equity providers, customers, suppliers and partners, the local community and public authorities.
- ➢ Keep this Policy updated and adequate, informing and making it available to all stakeholders.

Esa S.p.A. undertakes to identify specific Quality objectives that are achievable and measurable and to constantly monitor their progress, reporting to the Management on the performance of the quality management system and on improvement opportunities every four months and with an annual Management Review .

Curno (BG), 25/06/2025

Management Board