

The Management of the Company declares through the "Integrated Policy" its commitment to the development and implementation of an **Integrated Management System** aimed at **continuous improvement**. Through constant self-assessment of risks and opportunities, it allows:

- **business continuity;**
- **customer satisfaction and loyalty;**
- compliance with the requirements needed to **guarantee the health and safety of workers, the environment and the social responsibility** in order to safeguard all the parties involved.
- the recognition, **protection and valorization of gender differences and equal opportunities** in the workplace.

The Management undertakes to disclose the Integrated Policy to all people working for the company or on its behalf, to make it available to the public, to verify its level of understanding and implementation as well as its compliance with company specificities, by means of appropriately defined tools. To this end, the Management requires the cooperation of the managers of the respective departments in defining the specific objectives that make it operationally active and measurable.

As part of the System Review, carried out by the Management and the managers of the respective departments, at least once a year, the following points are assessed:

- degree of achievement of the objectives;
- effectiveness of the Integrated Management System;
- adequacy of the resources allocated to IMS application;
- adequacy of the Integrated Policy with respect to the company's intentions and the expectations of all stakeholders.

The Management identifies the decisive conditions in the following points:

- Annual definition of targets relating to Quality, Environmental, Health & Safety, and Gender Equality;
- Ongoing commitment to meeting legal compliance obligations at all levels;
- Commitment to the protection and prevention of the environment through the reduction of environmental impacts deriving from its activity;
- Commitment to the protection and prevention of injuries and occupational diseases of its workers and collaborators;
- Commitment to the continuous growth of human resources through targeted development and training plans covering technical, organisational, health & safety, equal opportunities areas.
- "Customer care" approach, seeking continuous and collaborative long-term relationship with customers through the provision of a complete service of absolute excellence;
- Competitiveness, through the development of a clear strategic vision distinguishing the company on the market, highlighting its distinctive elements compared to the competitors and implementing its strategy consistently through effective and efficient processes;
- Digitalisation, by seizing the development opportunities offered by information and communication technologies, enriching its products and processes;
- Sustainability, balancing in the long term the resources dedicated to remunerating risk capital with those invested, seeking not only economic profit but also a positive and lasting impact on the local and global environment, community, society and economy. From this perspective, it becomes important to be agile and resilient and adapt quickly to the dynamics of the context;
- Profitability, i.e., the ability to generate wealth for all the stakeholders (shareholders, workers, customers, suppliers), in the form of profits (economic wealth), jobs (social wealth), skills and knowledge (human capital);
- Involvement, participation and motivation of every worker and stakeholder, promoted across the board, in all directions and in all its forms;
- Being beautiful and clean, promoting the physical and mental well-being of workers and employees;
- Constant research and renewal of production and support technologies, eliminating or, where not possible, reducing - all the hazardous situations;
- Sourcing raw materials from industry-leading suppliers;
- Respect the right of all staff to join professional associations and the right to collective bargaining;
- Ensuring equal treatment for all workers, supporting gender equality, promoting access to women to all professional roles and guaranteeing equal pay;
- Development of new strategies for the inclusion of gender policies at organizational, business development and leadership levels, improving women's conditions within the economic framework;
- Overcoming gender-related stereotypes within company policies and internal and external communication processes;
- Promoting workers' awareness of occupational health and safety risks;
- Attention to change management in order to prevent impacts on the IMS. (SGI)

It is of utmost importance for the Company to raise the awareness among interested parties (workers, shareholders, customers, suppliers, public authorities, trade associations, trade unions, etc) on the commitments of this Policy, promoting dialogue and discussion through appropriate processes and tools, and communicating transparently company performance.

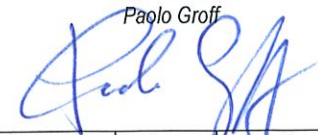
The Company undertakes to implement this integrated policy by keeping it constantly updated and adapted to internal and external changes in the context of the organisation.

Chief Executive Officer  
Phoenix International S.p.A.  
Paolo Groff

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Alto S.r.l.  
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