



## COMPANY POLICY

GEAF S.p.A. is a manufacturing company that has been engaged for years in the design and construction of welding lines for the production of all types of medical bags, medical items, orthopaedic items, car accessories, packaging, blister welding, stationery items, as well as welding equipment and dryers for textiles and paper in continuous form. The company currently has a Quality Management System certified according to UNI EN ISO 9001:2015, an Environmental Management System certified according to UNI EN ISO 14001:2015 and an Occupational Health and Safety Management System certified according to UNI ISO 45001:2018.

GEAF S.p.A. intends to manage the company:

- with continuous attention and consistent improvement of the direct and indirect environmental aspects related to its activities, promoting a series of initiatives aimed at identifying the possible environmental impact caused by materials and cycles developed in the company and developing appropriate measurements to contain the negative effects, in a product life cycle perspective;
- with continuous attention and consistent improvement of SSL aspects, i.e. with appropriate working conditions for workers in order to reduce the possibility of accidents, occupational diseases, near misses and accidents.

Among the guiding values identified are:

- attention to the Customer and the Interested Parties;
- increased employee responsibility and continuous improvement through team logic;
- improvement of the production process through data collection and ad hoc measurements for environmental performance, SSL performance and Quality performance;
- careful selection of suppliers;
- freedom of the employee to inform himself and to propose new and efficient working methods;
- attention to the external environment and to any element that may cause pollution or any kind of change to it;
- attention to the internal environment, understood as spaces, infrastructures, equipment as well as workers and any element that may cause potential risks or any kind of modification;
- information, training and awareness-raising activities so that the company values become those of each and every internal and external collaborator.

The guiding instruments identified include:

- improvement actions based on objective data and not on feelings;
- data collection and subsequent analysis;
- correlation diagrams, flows;
- PDCA.

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In addition to this, in developing its activities using raw materials, plant, equipment, auxiliary materials and services that by their nature may cause implications for the environment and potential risks to personnel, the company aims to

- defining the nature of the environmental impact generated by its activity, with attention to both those environmental aspects directly determined and those indirectly caused, under normal, abnormal and potential emergency conditions;
- identify the Regulations and Laws applicable in the context of its business and the materials it handles;
- defining the internal procedures necessary to establish how such materials are to be handled and identifying the most suitable processing cycles to limit the actual and potential direct and indirect negative effects on the Environment, workers and the company's level of Quality.

The Executive Board also undertakes to

- monitor the correct development of the activities arising from this Policy and to review it periodically in order to keep it up-to-date and in line with developments in the organisation;
- to ensure the organisation's legal compliance, with particular attention to environmental issues, workers' health and safety, compliance with the code of ethics, with the provisions of the 231 Organisational Model, and accounting correctness and transparency
- to define Objectives and targets to be achieved through appropriate improvement plans, documenting the ways in which these Objectives will be achieved;
- keeping up-to-date the level of information/education/training of personnel involved in all types of processing and internal activities that may have implications on the Environment, including the implications on Health and Safety in the work context and including the implications on corporate Quality;
- make this Policy publicly available and verify it systematically.

The Company Policy shared at every level must allow all employees to emerge in order to achieve continuous improvement in a lean and effective growth and development-oriented organisation.

The human element appears to be a priority for the achievement of the planned results: to this end, the training level of all personnel is taken care of with full involvement and with the definition of the expectations that this Policy induces in the corporate system.

The General Management of GEAF S.p.A. undertakes to implement and support this Company Policy, to disseminate it and to periodically check its degree of understanding and implementation through the instruments defined by the internal procedures.

Thank you for everyone's contribution.

Calestano, 27 September 2023

The General Management

Marco Fabiano

A handwritten signature in blue ink, corresponding to the name Marco Fabiano.

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