Borgaro Torinese, 19/09/2024

INTEGRATED QUALITY, ENVIRONMENT, HEALTH AND SAFETY IN THE WORKPLACE POLICY

Product and process innovation and complete integration with the Supply Chain are the drivers for achieving higher standards of excellence and distinction on the market.

In 2021, the Company decided to implement internally the **Integrated Management System (IMS)** consisting of the following Management Systems:

- **Quality**, compliant with the UNI EN ISO 9001:2015 standard;
- **Environment**, compliant with the UNI EN ISO 14001:2015 standard;
- **Health and Safety in the Workplace**, compliant with the UNI ISO 45001:2018 standard.

The **Integrated Policy** aims to increase operational performance, reduce management costs, to excel in quality standards through increasingly integrated relations between design, purchasing, production and finance, paying close attention to all aspects relating to Health and Safety in the Workplace and to the Environment.

These priorities are broken down into the following objectives:

- Implement, based on the analysis of risks and the international context, the reference market and stakeholders, adequate development and improvement plans in order to increase performance and competitiveness;
- Start up the new production departments in Vigel India to serve the Vigel Group's supply chain with a view to reducing current purchasing costs;
- Consolidating/refining the management and control processes within Vigel Spa thanks to a group-wide perspective, including all subsidiaries Vigel India, Vigel North America, Vigel China;
- Extend the principles of "*Risk Based Thinking*" to all company business processes;
- Comply with the provisions of the legal, technical and other provisions signed by the organization relating to company processes, with particular attention to those relating to controls on the trade of dual-use products;
- Convey to Customers the reliability and value of a company that guarantees the perfect integration of all aspects relating to quality, the environment and health and safety;

- Prevent occupational accidents and diseases guarantying the continuous improvement of safety and health of its employees in the workplace;
- Develop, apply and update appropriate management methodologies to prevent any negative effects on the environment;
- Implement the necessary processes to prepare for and respond to any potential emergency situations of any nature;
- Put in place all the actions to reduce risks to which employees or third parties may be exposed, including those that can be occurred from accidents, injuries and occupational diseases by providing safe and healthy working conditions;
- Achieve an increasing involvement of workers and their representatives through consultation and their direct participation;
- Protect and enhance the environment and take all necessary measures to prevent pollution and its effects, caused at all levels, with particular attention to climate change, through a continuous commitment to improve performance of its activities with consequent reduction of emissions into the air, water and soil;
- Prevent and reduce the production and dangerousness of waste, as well as the proper management of waste-related operations;
- Provide workers with suitable, efficient and well-maintained Personal Protective Equipment;
- Use work equipment that is safe, suitable and compliant with current legislation;
- Use chemicals in accordance with the instructions given in the Safety Data Sheets and in order to reduce as much as possible the risks to the environment and the health and safety of workers;
- Guarantee and maintain fire prevention and protection measures;

THE BOARD