



This policy has been approved by the Board of Directors of Scilla Meccanica Srl

INTEGRATED SUSTAINABILITY: COMPANY POLICIES FOR QUALITY, ENERGY, THE ENVIRONMENT AND SAFETY

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At Scilla Meccanica, we are committed to interpreting and promoting a corporate culture that reflects speed, transparency and integrity by tying every initiative to the cornerstones of legality, loyalty and fairness.

We aim to create an organisational environment that respects and involves people by encouraging professional growth, increasing the awareness of each individual involved in the business context and stimulating interactions between the parties.

People First, Planet First

We are proud to introduce the principle of "People First, Planet First" to our core values. We place people and the planet at the heart of our daily decisions and actions. Our priorities are commitment to respect for the environment and the fight against climate change with small daily gestures.

Educating and raising awareness among our team about this mission is essential. We encourage sustainable and mindful practices, allowing each individual to actively contribute to the protection of our planet.

Antifragility and Resilience

In a world characterised by Volatility, Uncertainty, Complexity and Ambiguity (VUCA), Scilla Meccanica embraces antifragility and resilience as its fundamental guiding principles. We recognise that antifragility not only allows us to withstand environmental, social and economic challenges but also drives us to thrive during such turbulent times. We are the expression of an organisation that not only adapts to change but actively benefits from it, emerging from it stronger and more efficient. In a world where the dynamics are constantly evolving, we strive for continuous renewal in response to these challenges.

To this end, it is important to put people back at the centre of all our future visions. We therefore investigate a close-up view of the world that appears Brittle, Anxious, Nonlinear, Incomprehensible (BANI). For Scilla Meccanica, we place the focus of our initiatives for change on the individual, who is immersed in a culture of collaboration that involves colleagues, departments, suppliers and clients. The logic of teamwork is the main driver of change, as part of which the individual adapts and contributes to a more open and flexible vision of the organisation.

Our guiding principles in a VUCA/BANI context are:

1. **Continuous learning:** we promote a culture of continuous learning in which every challenge is an opportunity for growth. We carry our staff through periods of uncertainty with the mantra that constant adaptation is key to thriving.
2. **Constant innovation:** we embrace change as an opportunity to innovate. Periods of uncertainty push us to look for new and improved solutions, ensuring that our approach to sustainability always remains cutting edge.
3. **Environmental adaptability:** we recognise that the environment is constantly changing and that sustainability requires continuous adaptability. We are committed to designing our processes so that they can evolve and improve in the face of new environmental challenges.
4. **Teamwork, widespread awareness, information sharing:** we stimulate an organisational approach that promotes collaboration, collective awareness and transparency of information to achieve our common goals effectively.

Strategic Thinking and Radical Optionality

In pursuing our vision of sustainability, we recognise the importance of strategic thinking that goes beyond the present, embracing the complexity of future scenarios and considering geopolitical impacts. Our commitment is not limited to responding to current challenges. We are committed to conducting in-depth analyses of future scenarios, examining emerging trends, market dynamics and environmental challenges.

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This approach allows us to anticipate the changing needs of the market and to adapt our sustainability strategy. We recognise that geopolitical dynamics can have a significant impact on our operating environment. As such, we integrate geopolitical analysis processes within our strategic planning to assess the potential risks and opportunities related to global events. We actively seek out strategic collaborations with organisations, research institutes and commercial partners that share our vision of a sustainable future.

In terms of "*radical optionality*", we declare ourselves ready to break with existing conventions and to embrace radical changes when necessary, instead of rigidly adhering to predefined models.

Going beyond superficial flexibility, we embrace the possibility of profound and significant transformations to take on emerging challenges and opportunities.

Our guiding principles for strategic thinking are:

1. **Strategic flexibility:** we adopt a flexible approach to sustainability strategies, which allows us to adapt quickly to new information and changing market conditions. This flexibility allows us to maintain our leadership in an ever-changing landscape.
2. **Incorporation into corporate policy:** strategic thinking is integrated into our corporate policy, thereby ensuring that every strategic decision is guided by our sustainability mission. This creates consistency and an alignment between the strategic vision and long-term sustainability objectives.

Development of Human Potential and Quality Time

We consider the development of our employees' human potential to be a priority. Time spent at work must be quality time that enriches the professional and personal lives of those who operate within the organisation. We are committed to providing training opportunities, professional development and a working environment that promotes individual growth, personal improvement and in-depth awareness of the contextual dynamics.

Gender Equality, Respect for the Individual, Fight Against Discrimination

We are actively committed to promoting gender equality and supporting an inclusive, respectful and non-discriminatory working environment. We recognise that gender equality goes beyond formal parity and includes the need to address the deep roots of gender inequalities, including the patriarchal system, which can negatively affect work dynamics.

We therefore play an active part in the fight against the patriarchy, and we firmly oppose any form of gender discrimination, recognising that gender inequalities can manifest themselves in many forms, from the gender pay gap to the under-representation of women in leadership positions. In pursuing gender equality, we continuously work to ensure that every individual, regardless of their gender, is treated with dignity and equality within our company.

At Scilla Meccanica Srl, we also reject discrimination relating to the age, ethnicity, sexual orientation, health status, political and trade union opinions, religion, culture and nationality of those we work with. We foster integration, promoting intercultural dialogue and protecting the rights of minorities and disadvantaged people.

Partnership with Clients and Alignment with Our Values

We recognise the importance of building meaningful partnerships with our clients. However, it is a necessary requirement that our clients share our sustainability values. We seek out collaborations based on shared ethical and environmental principles, ensuring that every business interaction reflects our commitment to our social and environmental responsibility.

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We place the client at the centre of all our activities: we recognise their requirements, anticipate their needs and continuously work to exceed their expectations.

By recognising that client satisfaction is fundamental for the future of our business and for the sustainable growth of our organisation, we pursue clear and measurable objectives such as:

- the high client satisfaction index, through periodic surveys and direct feedback;
- the reduction of product non-compliance by analysing the causes and implementing targeted corrective actions;
- the reduction of our response times to clients, ensuring timely and decisive communications;
- the proactive innovation of our processes, introducing new technical and/or organisational initiatives to improve the quality of our products and client experience.

Integrated Management and continuous improvement

The integrated management of the Quality, Safety, Environment and Energy systems encourages us to define and periodically review clear procedural guidelines across the different areas. Constant monitoring of these indicators, precise analyses of the internal and external context, assessment of the resulting impacts on stakeholders and management of the risks resulting from the processes allow us to identify opportunities for improvement.

We proactively identify potential risks, assess their implications and develop strategies to mitigate them, ensuring operational resilience and the protection of the interests of the parties involved.

We adopt a mentality of continuous improvement across all aspects of our operations: to this end, every member of every team is encouraged to identify opportunities for improvement and to actively contribute to the positive evolution of the processes.

We recognise the key role our staff play in the process of continuous improvement and risk thinking: we foster an environment that promotes open communication and the sharing of ideas in order to address challenges and improve performance.

Environment

We are committed to using advanced technologies to prevent pollution and minimise the environmental impact of our operations. We implement programmes that are aimed at reducing waste and actively promote recycling. We optimise waste management, while trying to limit waste sent to landfill as much as possible.

We ensure full compliance with all current environmental regulations and exceed the minimum required standards by adopting practices that go beyond expectations. We implement advanced monitoring systems to track the company's environmental footprint and constantly identify areas where we can make ongoing improvements.

We actively involve our suppliers and clients in our environmental commitment by encouraging them to adopt sustainable practices. At the same time, we positively influence employee understanding and behaviour through awareness training programmes.

Circular Economy and Recycling

We aim to become a circular-economy company, where recycling is essential to our sustainability commitment. We are committed to reducing waste and to reusing resources by promoting recycling practices in all our production and administrative processes.

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Carbon Footprint Monitoring and Reduction

We recognise the importance of monitoring and reducing our carbon footprint and that of our supply chain. We are committed to regularly assessing and measuring greenhouse gas emissions from our activities while continuously looking for opportunities to reduce our environmental impact

Energy

Efforts to maximise energy savings, optimise energy efficiency and increase energy performance are fundamental pillars in our strategy to increase the environmental sustainability of the processes within our remit.

We constantly monitor our energy consumption while gradually making improvements based on in-depth analyses. The selection of cutting-edge technologies and advanced materials is imperative for us to reduce our energy consumption while paying particular attention to the adoption of alternative and renewable energy sources.

Our compliance with current regulations is a priority for us, and we are committed to asking our suppliers to align with high energy standards.

Staff education and training measures form essential components of our strategy and are aimed at giving each member of the organisation the responsibility to use energy more efficiently. This approach not only promotes a safe and respectful work environment but also aims to develop human potential and spread awareness of the importance of our core values: "People First, Planet First".

Research and Development

We invest in research and development to identify new technologies and more sustainable processes.

We collaborate with research institutes and organisations in our sector to promote sustainable innovation.

Integration of Sustainable Suppliers

For us, it is essential to have suppliers who share our environmental sustainability values and who operate as part of a sustainable and non-risk supply chain. We seek out business partners that share our commitment to responsible and sustainable production methods, thus helping to expand sustainability throughout our supply chain.

We are committed to giving potential suppliers clear explanation of our values, which determine the conditions they need to meet for accreditation and to establish a working relationship with us.

We raise awareness among our long-term suppliers and invite them to work towards making improvements in relation to sustainability. This is a necessary prerequisite to guarantee the future of any collaboration.

Safety

Our commitment ensures that the health and safety of our workers are treated with the utmost seriousness and that our processes regarding potential risks are robust. We guarantee the protection of our workers' safety by making technological choices aimed at preventing potential injuries and major accidents, as well limiting their effects.

We are firmly committed to maintaining a safe and healthy work environment for all our employees, contractors and visitors, in order to prevent occupational diseases and to continuously improve our performance in the field of occupational health and safety.

To this end:

- we commit all the necessary resources to comply with all applicable laws and regulations regarding health and safety at work;

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- we implement preventive measures to identify, eliminate or reduce the risks of accidents in the workplace. Prevention is key to ensuring the safety and well-being of all employees;
- we provide continuous training to all employees to ensure greater awareness of the specific risks related to metallurgical activities and mechanical processing;
- we actively involve employees in the management of health and safety issues through open communication, consultation and participation in the decision-making processes;
- we regularly carry out risk assessments to identify, assess and control the hazards associated with the work activities.

The Management shows a strong commitment and, based on the implemented actions, sets clear and measurable objectives in the field of safety, such as:

1. a reduction in accident rates, setting a target below the industry average (INAIL [Italian National Institute for Insurance Against Accidents at Work] data reference);
2. continuous training, ensuring that 100% of employees participate in safety training courses in line with the deadlines established by the regulations and regularly evaluating the effectiveness of the training measures;
3. active participation, increasing employee participation by creating a safety committee that meets periodically and which actively involves the employees in the management of safety issues;
4. Monitoring working conditions, implementing a monitoring system within the departments that is to be overseen by the supervisors in order to promptly identify potential risks and to improve health and safety guarantees.

Communication

We communicate with the Public Bodies and stakeholders concerned transparently by voicing our policy of respect for safety, the environment and the well-being of individuals.

We stimulate internal transversal communication flows to spread mutual, interdisciplinary awareness and to discourage the loss of essential information that affects the quality of our services and products.

Within our organisation we clearly state our mission, our values and our codes of conduct.

We strive to ensure that the behaviour of all figures within our organisation serves as an example to others and that it is consistently aligned with our declared values and codes of conduct.

Applicable Regulations

We respect the environmental and safety regulations that apply to our plant by constantly verifying the implementation of the required obligations.

We confirm our commitment to ensuring a safe working environment that complies with the requirements of the current regulations. We are aware of the impact our activities have on the local community, on economies of scale and the objectives to safeguard the ecosystem, i.e. on everything that is intrinsically included in the concept of sustainability.