



ENVIRONMENTAL POLICY

SIAT SPA (here in after the Company) is committed to pursuing a policy of continuous improvement of its environmental performance, minimizing, where technically possible and economically sustainable, any negative impact of its activities on the environment. It is committed to providing a safe and healthy workplace for all employees, customers, visitors, and suppliers / contractors.

All employees and collaborators of the Company are responsible for understanding and respecting this policy. The application of this policy is addressed not only to the Company's headquarter, but also to any secondary office and / or subsidiary.

The Company:

1. Considers environmental sustainability a constitutive element of its corporate mission and undertakes to comply with all laws and regulations relating to the Environment, Health and Safety.
2. Prioritizes Environmental, Health and Safety aspects in all business decision-making and planning processes.
3. Evaluates and monitors the environmental impacts generated in all business processes, especially the production ones.
4. It is committed to market products that respect the Environment, Health, and Safety, both during and at the end of the life cycle.
5. It is committed to an efficient use of natural resources (energy, raw materials, etc.) avoiding as much as possible the obsolescence of the production factors used.
6. Establishes objectives for a continuous improvement of performance in the Environment, Health and Safety in all areas of activity, including the development of new products. These objectives are periodically assessed and reviewed.

In addition, particular attention is paid to the following aspects:

Control and monitoring through specific KPI of water and energy consumption and other environmentally sensitive parameters.

Consumption of natural resources and energy, through attention to consumption and the compliance with the "Energy Diagnosis" required by Directive no. 27 EC.

Reduction of Special Waste in favour of non-hazardous waste.

Use of special airborne emissions abatement systems for powder coating and welding systems.

Efficient Maintenance of the phosphor-degreasing wastewater collection plants and advancing to possibly biocompatible products.

Absence of operations involving the use of subsoil.

Absence of animal testing.

Siat does not use toxic-noxious substances and also pays the utmost attention to all those substances which, although harmless in the long term or due to cumulative effect, or due to incorrect management, can potentially cause a risk, albeit of a slight entity.

Staff training to raise awareness on the correct management of Environmental, Health and Safety issues and on compliance with the related legal obligations.

Implementation of optimal management of waste storage, also to prevent and reduce the risks associated with the development of fires and promotes waste reduction initiatives by encouraging recycling and reuse.

Communication with Stakeholders in order to ensure the alignment of the Environment, Health and Safety policy and activities with the needs and expectations of these subjects.

To comply and commit to in the previous points, the figure of the Energy and Waste Management Officer is identified in the EH&S manager. All function managers and company officers are also responsible for ensuring the understanding and communication of this policy within their work teams and for promoting improvement actions consistent with it.

Any questions regarding this policy should be addressed to their functional managers or to the EH&S manager.

The Management, through the Energy and Waste Management Officer, remains up-to-date and compliant with any regulatory changes in terms of the Environment, Health and Safety.

Failure to comply with this policy may result in appropriate disciplinary actions, based on what is defined by the relevant National Collective Labour Agreement.

This document, reviewed annually, is approved by the Management and is publicly accessible and disclosed to anyone who works or collaborates with the Company