

The General Management declares that the Policy aims to fully satisfy its Customers with the supply of products/services that conform to the specifications requested, to protect the environment by preventing or mitigating negative environmental impacts and to continuously improve corporate processes.

For this purpose, the Management is actively committed to supporting and sharing the following general principles, identifying and updating:

- the organisational context in which it develops its business, defining the internal and external factors that can influence the ability to achieve the expected results;
- the needs and expectations of the stakeholders;
- the risks and the opportunities with regard to the organisational context, the environmental aspects and the needs and expectations of the stakeholders, with specific reference to business continuity.

De Rigo Refrigeration Srl believes that the need to pursue continuous improvement through organisational and management processes is of strategic importance and thus sees such processes as permanent goals for the involvement of all corporate levels.

De Rigo Refrigeration Srl, aware of how extremely important it is to guarantee customer satisfaction, to safeguard and protect the environment, and to protect the health and safety of workers, undertakes to adopt the actions listed below:

- assure the continuous improvement of management and production processes with the use of Lean Management;
- assure customer satisfaction by deploying its energy, skills and resources to understand their legitimate demands;
- guarantee the company's growth and development, maintaining adequate profitability and financial solidity;
- assure the satisfaction of the human resources, encouraging professional growth and promoting the spirit of initiative;
- act in order to contribute to the implementation of the policy for the development of sales and product marketing opportunities.

Furthermore, De Rigo Refrigeration Srl endeavours to:

- comply with the legal requirements and other applicable requirements;
- provide safe and healthy working conditions for the prevention of work-related injuries and diseases;
- eliminate hazards and reduce risks to occupational health and safety;
- encourage consultation and participation of workers and their representatives;
- protect the environment by applying the best possible and economically viable technologies, monitoring production processes and taking preventive action to avoid or minimise pollution and any negative impact on the environment caused by its activities, products and services;
- with regard to the chemicals used, choose, if possible, those that are less hazardous to people and the environment;
- contain and/or reduce the noise produced by its systems, minimising the exposure of workers and the emission of noise to the external environment;
- make all reasonable effort to contain the generation of waste, with particular reference to hazardous waste, starting at the source and promoting, where possible, the re-use, recycling and recovery of raw materials;
- avoid wasting and unnecessarily consuming water and energy resources;
- comply, whenever this is possible, with environmental criteria when choosing packaging and consumables;
- assess in advance new processes, technologies, activities and services in order to correctly identify their aspects that relate to workers' health and safety and the environment and their effects thereon; assure their control, also with the goal of improving environmental performances;
- assure the involvement of management in the policy and objectives related to the environment and to workers' health and safety;
- appropriately monitor and assess the effectiveness of measures for the environment and for the health and safety of its employees and endeavour to constantly improve them;

- require the adoption of correct environmental and occupational safety and health behaviours by suppliers and contractors working on behalf of the organisation, in line with the organisation's practices and procedures;
- when it comes to choosing new materials, new systems or modifying processes, insert the evaluation of the related environmental and occupational health and safety aspects in the decision-making process, preventing negative impacts on the environmental performances and improving them, where possible;
- introduce appropriate environmental and safety management control and audit methodologies;
- subject the policy and the system's application to regular review, in order to assess their correctness and effectiveness with a view to continuous improvement;
- adopt an open and constructive attitude towards the public, the users, the public authorities and the other stakeholders.

At De Rigo Refrigeration Srl the value of people is recognized as a central element of continuous improvement, aware that a fair and inclusive work environment contributes to sustainable growth and organizational success.

For this reason, in compliance with the requirements of UNI PdR 125:2022, the organization is committed to:

- put people with their talents and aptitudes at the center, regardless of their gender, age, ethnicity, religious beliefs, abilities, affective and sexual orientation, and the role in which they operate;
- networking, engaging in the pursuit of the goals dictated by UNI PdR 125:2022, even outside their own business context;
- update business processes that can support the enhancement and growth of each person, particularly in the crucial phases of Selection to Recruitment, Career Management, Salary Equity, Care Roles and Parenting, Work-Life Time Reconciliation;
- Implement specific activities against all forms of physical, verbal and digital abuse (harassment) in the workplace, promoting a safe and respectful working environment.

The main goal, therefore, continues to be the dissemination of the Policy to everyone who works for the organisation or on its behalf and making it available to the public and to everyone who requests it.

Sedico, 8 May 2025

CEO
Paolo Zenatto