M002 Integrated Management System Policy

At **Silcart S.p.A.**, Management has chosen to adopt and maintain an **Integrated Management System** in compliance with international standards ISO 9001, ISO 14001, ISO 45001, and ISO 50001. This decision is not merely a response to regulatory requirements or market dynamics but rather reflects a **strategic vision** and a **deep-rooted corporate commitment**. The objective is to consolidate a structured and consistent approach capable of generating value for all stakeholders, effectively addressing the challenges of a competitive environment, and adapting flexibly to change, while ensuring **business continuity** and **long-term resilience**.

The Integrated Company Policy is defined by Top Management and is regularly reviewed as part of the Management Review process, in order to ensure continuous alignment with stakeholder expectations and to reflect the Company's principles, values, and strategic direction.

Management is committed to **disseminating this Policy to all stakeholders**, both internal (via dedicated noticeboards and digital communications) and external (through the institutional website www.silcartcorp.com).

The implementation of the Integrated Company Policy is one of Management's top priorities, and its success is a shared responsibility among all stakeholders.

Our Mission

Management defines its mission through the following key commitments:

- **Satisfy customers** by ensuring that products and services meet the required specifications.
- **Safeguard the health and safety of workers** by promoting safe and healthy working environments.
- **Protect the environment** by preventing or mitigating the negative environmental impacts generated by company activities.
- **Improve the energy efficiency of processes** by progressively reducing waste and optimizing high-consumption activities, including using renewable energy sources.
- **Pursue continuous improvement** in the efficiency of business processes, aiming for sustainable and responsible growth.

Our Vision for a Sustainable Future

Embedded within its core activities, Management is committed to supporting, promoting, and sharing continuous improvement objectives in the areas of Quality, Environment, Occupational Health and Safety, and Energy. To this end, it undertakes to:

- Analyze and update the **organizational context**, identifying internal and external factors that may influence the ability to achieve expected results.
- Assess the **needs** and **expectations of stakeholders**, including customers, suppliers, personnel, public authorities, the community and ownership.
- Identify and manage **risks and opportunities** related to the context, environmental aspects, occupational health and safety risks, and stakeholder expectations, with particular attention to *business continuity*.

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Our Principles and Values

Management acknowledges the central importance of the human factor and promotes a corporate culture based on collaboration and teamwork. Every activity is considered as a process involving a supplier, encouraged to deliver their highest level of performance, and a customer, whose expectations must be fulfilled. Management is committed to pursuing objectives for sustainable development, in alignment with the UN SDGs Framework.

- **Promote legality and ethical responsibility** by ensuring compliance with applicable laws and voluntary commitments, in line with the principle of strong and transparent institutions (Goal 16).
- **Adopt responsible organizational models**, in accordance with Legislative Decree 231/2001 and the Code of Ethics, to strengthen corporate governance and prevent unethical behavior (Goal 16).
- **Invest in resilient and technologically advanced infrastructure** to support innovation and competitiveness while respecting sustainability principles (Goal 9).
- **Ensure safe and inclusive working environments** by promoting workers' health and well-being through the prevention of accidents and occupational diseases (Goals 3 and 8).
- **Reduce risks and eliminate hazards in the workplace** by fostering a culture of prevention and safety (Goal 8).
- **Encourage active worker participation** by promoting social dialogue, consultation and involvement in decision-making processes (Goal 8).
- **Develop a shared corporate culture** based on awareness, motivation and accountability to achieve common objectives (Goals 4 and 8).
- **Ensure continuous and inclusive training** to enhance skills and support lifelong learning throughout the working life (Goal 4).
- **Protect the environment and natural resources** by adopting the best available and economically feasible technologies, monitoring processes and preventing pollution through a life-cycle approach (Goals 12 and 13).
- **Promote research and development of circular solutions** by encouraging the design of recyclable products and the recovery of materials to reduce the use of virgin resources (Goals 9 and 12).
- **Foster organizational learning** by turning mistakes into opportunities for individual and collective growth (Goals 4 and 8).
- **Assess strategic risks** to ensure business continuity and long-term organizational resilience (Goals 8 and 9).
- **Continuously monitor improvement objectives** by evaluating the effectiveness of actions and promptly intervening to mitigate risks (Goal 12).
- **Support corporate competitiveness** through process optimization and cost control, contributing to sustainable economic growth (Goal 8).

Management is responsible for overseeing and periodically assessing the effectiveness of operational processes and communication flows, as part of the Management Review process. This responsibility includes the analysis of key performance indicators against strategic targets, in order to ensure compliance with Management System requirements, identify any deviations, promote continuous improvement and ensure alignment with the Organization's strategic objectives.

Mignagola di Carbonera, 30.07.2025
Place and date

Silcart Spa