

COMPANY POLICY

The goal of SER.ECO. Depurazione Acque S.r.l. is to be part of a select group of leading companies in the design and construction of wastewater treatment plants for civil and industrial discharges, regarding quality and reliability of the service provided in order to achieve complete customer satisfaction and that of other stakeholders. The objective set by management is to direct the efforts of all personnel towards careful management of issues related to quality and the environment, providing workers with an adequate working environment.

The Certifications of Management Systems

- Quality System UNI EN ISO 9001,
- Environmental Management System UNI EN ISO 14001,
- Safety Management System UNI ISO 45001,

obtained by our Company, reward the years of commitment by Ser.Eco. Srl in researching and maintaining high-quality standards, as well as in addressing environmental and health and safety issues related to the provision of its services, with a risk management approach.

With this document, it is deemed appropriate to highlight the guidelines of the Company Policy regarding quality, environmental protection, health, and safety at work, in order to disseminate and share the related objectives, and to involve stakeholders (employees, collaborators, customers, suppliers, contractors, public institutions, etc.) in achieving the set goals. Ser.Eco. Srl declares its commitment to quality, respect for the environment, health, and safety at work and is committed to complying with all requirements set forth by the reference standards (ISO 9001, ISO 14001, ISO 45001), as well as by applicable laws and regulations relevant to its field of activity and operational reality, along with the commitments signed by the company. The following are the guiding principles of the Company Policy, which form the foundation of the continuous improvement process of Ser.Eco. Srl:

- ◆ Comply with the guidelines expressed by legal regulations regarding health, safety, hygiene, and the environment;
- ◆ Promote a philosophy of quality, environmental respect, and safeguarding health and safety in the workplace both internally and externally within the company;
- ◆ Operate according to the principles of continuous improvement of management systems, promoting participation and consultation with stakeholders;
- ◆ Design, organize, and implement treatment plants in a way that meets customer needs and expectations in terms of quality;
- ◆ Develop appropriate control systems to monitor the quality level of provided products and services, health and safety risks, and negative environmental impacts;
- ◆ Direct the design choices of treatment plants towards more environmentally friendly solutions, aiming to reduce energy consumption and natural resource use while limiting pollutant emissions and waste production.

- ◆ Develop and update criteria for assessing health and safety risks at work and for the environment, as well as procedures for managing emergency situations that may pose a danger to people and/or cause negative environmental impacts;
- ◆ Promote business growth by identifying objective criteria and rewarding commitment and productivity, while keeping in mind the safeguarding of the environment and the conscious use of natural resources;
- ◆ Choose and use equipment, resources, and raw materials rationally, considering their impact on the environment and their potential risks to health and safety, with a commitment to eliminate hazards and reduce health and safety risks at work;
- ◆ Develop and extend information and communication processes, promoting dialogue with stakeholders to ensure transparency and clarity in relationships;
- ◆ Encourage consultation, participation, communication, and adequate involvement of all personnel, including workers and their representatives, as well as external collaborators regarding Company Policy, Safety, and Environment, in order to empower them in achieving common objectives;
- ◆ Promote the professional growth of its collaborators through training and qualification programs for personnel;
- ◆ Select suppliers and contractors based on their ability to provide goods and services that meet the requirements of the integrated system.

Ser.Eco. Srl promotes the dissemination of the integrated policy to its employees, customers, and suppliers through various means.

This document will serve as a constant reference during periodic reviews to evaluate the results achieved and to identify new ones, in line with the company's system aimed at continuous improvement.

Pianiga, 11th of July 2023

The General Management