MONDEO MONTEC GROUP – COMPANY POLICY

Quality · Environment · Health and Safety · Ethics and Sustainability

In line with ISO 9001:2026 · ISO 14001:2026 · ISO 45001:2023 · NIS2 Directive · Model 231 · EcoVadis criteria · UN 2030 Agenda

We design, manufacture and source stainless steel components for fluid handling.

*This Policy explains in simple terms **what we commit to doing every day** for our Customers, our people, our suppliers, our community and the planet.*

WHO WE ARE

Mission – "We want to be the Benchmark in Europe for stainless steel components for fluid handling, with high-value-added solutions co-designed with Customers and Suppliers and a skilled, dynamic team."

Vision – "We are the Global, Stainless Partner for charting New Routes in Fluid handling."

Our values – **Passion** for excellence · **Customer-inspired** and attentive to all interested parties · **Sense of belonging** to win together · **Commitment and involvement** to turn everyone's work into results for all.

OUR KEY COMMITMENTS

1. **Zero accidents**: safety comes first.
2. **Less energy and less CO_2** every year.
3. **Respect for everyone**: equality, no exploitation.
4. **Zero corruption** and data always protected.
5. **Durable products** and **responsible suppliers**.

HOW WE WORK *our management system*

- **We comply with the rules**: **all applicable laws** on environment, health and safety, ethics, labour and product, Customer and interested-party requirements, ISO 9001:2026, ISO 14001:2026, ISO 45001:2023, Model 231 (Italian Legislative Decree 231/01, overseen by the Supervisory Body) and the Code of Ethics.
- **We think ahead**: we analyse context, risks and opportunities, including the **effects of climate change**, and we set **measurable objectives** that we review every year.
- **Quality and ethics are everyone's business**: we foster a culture in which everyone does their job well, behaves correctly and suggests improvements.
- **Customer at the centre**: we listen, measure satisfaction and continuously improve products and processes.
- **Operational continuity**: we are ready to react to unforeseen events, protecting our own and our Customers' data and products, and ensuring Business Continuity.

ENVIRONMENT *we respect the planet*

- **Energy**: we reduce consumption (efficient equipment, LED lighting, leak-free compressed air) and increase the use of **renewable energy** (photovoltaic system).
- **Greenhouse gases**: we measure our **carbon footprint** and set targets to cut direct emissions, and are working to understand indirect and supply-chain emissions too.
- **Water**: we use only the water we need and monitor consumption, leaks and discharges.
- **Air**: we keep atmospheric emissions under control through maintenance and periodic checks, with analyses by accredited laboratories.
- **Waste**: we produce less waste, sort it correctly and give priority to **recycling and recovery** (steel scrap, packaging).
- **Chemicals**: we use only compliant substances (REACH), in minimal quantities (reuse in product washing), with safety data sheets always up to date.
- **Biodiversity**: we prevent spills and soil contamination and look after the green areas and the territory where we live.

PRODUCT *designed for its whole life*

- **Durability and efficiency in use**: we design and select innovative components with low pressure drops, to help Customers save energy.
- **End of life**: we use **100% recyclable** stainless steel, reduce and simplify packaging, and provide clear instructions on use, maintenance, repair and disposal.

PEOPLE *at the heart of everything*

- **Health and safety**: our goal is **zero accidents and zero occupational diseases**. We eliminate hazards, reduce risks, provide training and PPE, and involve workers and their safety representatives (RLS). **Everyone can stop a dangerous activity.**
- **Safe behaviour**: we raise awareness and train everyone to work **safely at all times**, because every accident and occupational disease can be prevented.
- **Reporting near misses**: we ask everyone to **report near misses and hazardous situations**, without fear: every report makes everyone safer.
- **Safety management**: our procedures and instructions are consistent with the requirements of ISO 45001, and our next goal is **ISO 45001:2023 certification**.
- **Wellbeing**: comfortable environments, balanced workloads, attention to work-life balance.
- **Training and career**: annual training plan and ongoing assessment of skills.
- **Discrimination and harassment**: **zero tolerance**. We guarantee respect and a confidential reporting channel (whistleblowing) with related training.
- **Gender equality**: equal opportunities and **equal pay for equal roles**, monitoring the data.
- **Child labour and exploitation**: **never**. We condemn all exploitation. Working hours and pay comply with the law, national collective agreements and ILO Conventions.
- **Social dialogue**: we respect freedom of association and hold regular, constructive dialogue with employees and their union representatives.

ETHICS *integrity always*

- **Anti-corruption**: **zero tolerance** towards corruption, favours, improper gifts and conflicts of interest, as set out in the Code of Ethics and Model 231.
- **Privacy and information**: we protect employee, Customer and Supplier data in line with the GDPR, in strict confidence.
- **Information security**: we have developed methodologies aligned with **the NIS2 Directive** and our next goal is **ISO/IEC 27001 certification**.

SUSTAINABLE PROCUREMENT *growing together*

- **We choose responsible suppliers**, assessing them also on environment, workers' rights, health and safety, and ethics, and ask them to share these principles.
- **We help them improve**: we share good practices, information and improvement plans, favouring lower-impact materials and local suppliers.

UN 2030 AGENDA *the goals we contribute to*

3 Health and well-being	4 Quality education
5 Gender equality	6 Clean water
7 Clean energy	8 Decent work
9 Industry and innovation	12 Responsible consumption
13 Climate action	16 Justice and legality

OUR COMMITMENT

Management provides **resources, people and tools**, reviews this Policy **every year**, communicates it to all employees and makes it public to interested parties.

Each of us is responsible for putting it into practice and can suggest ideas or report problems at any time.

For the Mondeo Montec Group
Nicola Ghiotto