

MILLBO S.r.l.

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ENVIRONMENT AND SAFETY AT WORK POLICY

The Management undertakes, by providing human, instrumental and economic resources, to pursue the objectives of improving the environment and the safety and health of workers, as an integral part of its activity and as a strategic commitment to the more general purposes of the company.

The Management ensures that this document is appropriate to the nature, size, impacts of the company's product and service activities.

The Management makes the policy known, disseminates it to all the subjects of the company, to all interested parties and undertakes to ensure that:

1. from the stage of defining new activities, or in the revision of existing ones, environmental and safety aspects are considered essential contents;
2. all workers are trained, informed and made aware of their duties and to assume their responsibilities with regard to the environment and safety at work;
3. the entire company structure (managers, supervisors, workers, consulting companies in the field of environment and safety at work, installers, purchasing services and maintenance services, transporters and waste disposers) participates, according to its attributions and skills, in the achievement of the objectives and programs of environment and safety at work assigned so that:

- integration of the principle of environmental protection at all stages of activities with an emphasis on minimizing risk in all production processes;
- commitment to the continuous improvement of environmental performance to prevent significant impacts, use of non-hazardous materials and waste;
- the design of machines, plants and equipment, as well as workplaces, operating methods and organizational aspects are carried out in such a way as to safeguard the health of workers, company assets, third parties and the community in which the company operates;
- information on company risks is disseminated to all workers; the training of the same is carried out and updated with specific reference to the task performed;
- are managed with the aim of preventing accidents, injuries and occupational diseases.
- The design, operation and maintenance, including cleaning of workplaces, machinery and plants, are directed for this purpose.

The Management undertakes to implement programmes aimed at achieving a constant improvement in results and to verifying annually the adequacy of the management systems that are the instrument for the realisation of the policy itself.

The Management ensures that it responds quickly, effectively and diligently to emerging needs in the course of work activities, that cooperation between the various company resources, collaboration with business organizations, with external bodies and all the interested parties are promoted.

Finally, the Management ensures that all applicable laws and regulations are respected, that procedures are formulated and that the identified company standards are adhered to.

During the internal audits on the management systems, the adequacy of the environmental and occupational safety policy will also be verified, which can be reviewed to take into account any change in circumstances or activities.

Millbo's environmental and occupational safety policy is communicated to all suppliers deemed critical in terms of safety and the environment.

13/01/2026

Millbo S.r.l.

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