

Mecc Alte Spa is committed to promoting health, occupational safety, environmental protection, and sustainability by integrating these aspects into its corporate strategy and daily operations.

For Mecc Alte, sustainability is not only a responsibility but also a competitive advantage and a driver of growth, as we operate in a market where the economic sustainability of our products is the company's main focus.

Our commitment is based on our corporate values: **Care**, putting the customer at the center, ensuring safe and reliable products through strict quality controls; **Sharing**, working together with employees, suppliers, and stakeholders to face global challenges; **Responsibility**, minimizing environmental impact and operating with integrity; **Initiative**, seeking innovative solutions to reduce waste and optimize resources; **Simplicity**, making technologies and processes accessible; and **People**, recognizing their unique contribution to the company's growth and promoting well-being, training, inclusion, and professional development.

The Mecc Alte Group is committed to the following areas:

1. Health, Safety and Well-being



- Ensure compliance with legal requirements and applicable standards on occupational health and safety, recognizing their strategic importance for the business, through the implementation and maintenance of a Health and Safety Management System compliant with ISO 45001. The goal is to prevent accidents and occupational diseases, ensure continuous improvement of health and safety conditions at work, and adopt preventive measures to identify, assess, and reduce hazards and risks associated with work activities, ensuring safe, healthy, and inclusive workplaces.
- Prevent and combat all forms of child labor, forced labor, or exploitative practices, ensuring dignified working conditions and respect for human rights in all operations and partnerships.
- Promote the physical, mental, and emotional well-being of employees through health prevention programs, corporate welfare, and work-life balance policies.
- Engage, train, and raise awareness among all employees and stakeholders about a culture of safety and well-being.
- Encourage suppliers, contractors, and external service providers to respect laws and commitments regarding occupational health, safety, and the environment, and to share the principles expressed in this policy.
- Ensure that products are safe and reliable for customers, by carrying out strict quality and safety checks throughout the design and production phases.

2. Environmental Protection and Natural Resource Management



- Ensure compliance with legal requirements and applicable standards in the fields of Environment and Energy through the implementation and maintenance of an Environmental Management System compliant with ISO 14001, and through regular environmental assessments to identify risks and opportunities, while promoting continuous improvement in environmental performance.
- Reduce the environmental impact of company activities by preventing pollution, optimizing production processes, and using natural resources—including energy and water—responsibly. Monitor and reduce greenhouse gas emissions, promoting energy efficiency and the use of renewable energy.
- Design and develop products using an eco-design approach to reduce environmental impacts throughout their lifecycle, including use, maintenance, and end-of-life. Promote the

use of recyclable materials and adopt solutions that facilitate component recovery at end-of-life.

- Promote waste reduction, reuse, and recycling, supporting the transition toward a circular economy.
- Select low-impact materials and chemicals and ensure compliance with environmental, health, and safety regulations throughout the production cycle, minimizing risks to people and the environment.

3. Economic and Social Sustainability



- Develop innovative products and solutions in the electromechanical sector, investing in research and development to improve available technologies and deliver sustainable solutions that reduce fossil fuel consumption, increase energy efficiency, and foster competitiveness and innovation.
- Promote a corporate culture that is inclusive and respectful of diversity, ensuring equal treatment and professional growth opportunities for all employees.
- Collaborate with schools, universities, and other institutions to develop future skills by offering internships, apprenticeships, and continuous training programs.
- Enhance internal talent with career plans and personalized training paths, recognizing that skill development is essential to the company's growth.
- Promote sustainable procurement practices by involving suppliers in sharing principles of sustainability, health, safety, environmental protection, and respect for human rights, while encouraging fair and responsible labor practices.
- Promote transparency, integrity, and fairness in all business activities by implementing measures to prevent conflicts of interest, corruption, extortion, and fraud, in accordance with the company's Code of Ethics and best governance practices.

4. Stakeholder Engagement and Participation



- Communicate transparently about performance and progress in the areas of health, safety, environment, and sustainability.
- Promote the active participation of employees and stakeholders through awareness-raising, training, and communication initiatives. Foster open and constructive social dialogue between workers and their representatives on strategic topics, including working conditions, health, safety, and well-being.
- Ensure information security and confidentiality by adopting information security management systems in line with international best practices and applicable regulations.

This Policy is made public and available to all interested parties through the company website www.meccalte.com and other communication channels.



The Group Presidency