

FAM believes that the protection of the environment and of all those who work within it, are essential factors in the context of business development and considers environmental impacts and aspects of safety at work as indispensable elements in the definition of the organization's objectives.

FAM is going to promote every reasonable and possible action aimed at protecting the environment with actions aimed at reducing pollution, as well as for the health and safety of the people who work within it. The company also wishes to focus its attention on all the potentially harmful effects related to each phase of product manufacturing, including all direct and indirect production phases, internal or external to its plant.

The **Guiding Precepts** that inspire the creation and application of the Environment and Safety Management System are expressed in this **Policy** developed and adopted by FAM and can be summarised as follows:

- Give their own contribution for the Business **Sustainable Development** that FAM guarantees with its ethical and transparent behavior.
- Ensure high Environment and Workplace Safety performance standards for the purpose of communicate externally on these issues which constitute the basic elements of **Company Social Responsibility**.
- Respecting Workers' Rights, protecting and enhancing their own human resources, pursuing respect for the **equal opportunities** in the workplace and promoting the professional growth of each person, **enhancing diversity**.

FAM promotes the commitment undertaken in this policy to achieve the following objectives:

ENVIRONMENTAL IMPACTS AND HEALTH HAZARDS MONITORING

- Evaluate and control the effects of all processes, activities and products in the workplace and surroundings, and when necessary, study their consequences in terms of alteration of the global ecosystem balance.
- Study and adopt management procedures to ensure that plants and processes cause the least possible impact on the environment and the lowest possible risks for workers.
- Preliminary commitment to evaluate the effects of processes and products, as well as any changes on the general health and safety conditions at work of all personnel involved and on the expected environmental impact.

COMPLIANCE WITH APPLICABLE LAWS

- Continuous commitment for each necessary action to comply with the laws in force regarding the environment and health and safety at work, providing objective evidence of their satisfaction
- Controlled monitoring of compliance obligations towards National and European public bodies, ensuring correct management of environmental and safety authorisations required for carrying out the company activities.

STAFF TRAINING

- Implement appropriate awareness-raising and training initiatives to involve and increase the awareness of all personnel who in any capacity work on behalf of FAM in their responsibility towards the environment.
- Implement an appropriate awareness-raising and training initiatives to involve and increase the awareness of all FAM employees in their responsibility towards the environment.
- Promote actions of responsibility for individual workers regarding the importance of operating correctly to ensure safe working conditions for themselves and their work colleagues.

CONTINUOUS IMPROVEMENT

- Pursue continuous improvement of environmental and workplace safety performance by adopting all reasonably possible measures to eliminate or reduce to a minimum the production of polluting emissions and waste, to limit the use of natural resources and energy, as well as to ensure the presence of healthy and safe conditions in the workplace.
- Adopt technological processes aimed for offering the best environmental performance in both technical and economic terms, and declare the commitment to equip itself with infrastructures, machinery and equipment that, thanks to continuous technological progress, guarantee the improvement of the safety and health of workers in the workplace.
- FAM Management undertakes and periodically formulates improvement targets based on this Environmental and Safety Policy:
 - On the assessments carried out in the Company Environmental Analysis Document.
 - On the assessments carried out in the Company Risk Assessment Document.
 - On the monitoring carried out within the scope of the application of the Environment and Safety at Work Management System.
- Document the established objectives and communicate them to the interested parties; the objectives are applied within the limits imposed by market needs and scientific and technological progress, to all the Company's activities, productions, processes, products and raw materials.

COMMUNICATION AND COOPERATION

- The Environmental and Safety Policy is available on the website and to workers by posting, as well as to interested third-party Associations, Organizations and Bodies that request it.
- The Company is available to cooperate with the public authorities, bodies and associations competent in matters of the environment and protection of safety at work, as well as to inform them of the main aspects of its management on environmental and/or safety-related issues.

Faenza, lì 18 Novembre 2024

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