

Travagliato (BS), 27 February 2025

To all Stakeholders

Policy on Quality, Environmental Protection, Health and Safety in the Workplace, and Social Responsibility.

IDRA aims to achieve the highest standards of Quality, Environmental Protection, Health and Safety, and Social Responsibility by integrating the principles of sustainable development into all its activities. For this reason, it has decided to follow the principles of the following standards in the management of its processes:

UNI EN ISO 9001:2015
UNI EN ISO 14001: 2015
UNI ISO 45001: 2018
SA 8000: 2014
UNI ISO 26000: 2010
UNI Pdr 125: 2022

In addition to strict compliance with national laws, national labour contracts, company contracts, international regulations cited in the standards presented and applicable sector laws, we are committed to adopting the most restrictive standard.

It considers the following to be absolute, essential and integrated priorities:

- customer satisfaction;
- the health and safety of its staff, external collaborators and visitors;
- environmental protection;
- improvement of social conditions, working relationships and human resource development
- involvement in its virtuous path of public administration bodies, suppliers and local communities.
- Compliance with the principles of:
 - Accountability
 - Transparency
 - Ethical behaviour
 - Respect for the interests of stakeholders
 - Respect for the principle of legality
 - Respect for international standards of conduct
 - Respect for human rights

The entire organisation is focused on achieving these objectives through its management and every member of the organisation: it is essential to achieve, maintain and continuously improve standards of excellence in order to obtain lasting success.

The scope within which the company has decided to operate is that of international standards of Social Responsibility and Sustainable Development, in particular:

- *Accountability*
IDRA S.r.l. assumes responsibility for its actions towards stakeholders, adopting measures to deal with any damage caused and developing preventive actions.
- *Transparency*
IDRA S.r.l. communicates its policies, decisions and activities clearly and accurately, including their actual and potential impact on society and the environment, through shared tools such as the Social Report.
- *Ethical behaviour*
IDRA S.r.l. has defined and maintains its own code of ethics, which must be respected internally and to which its suppliers must also comply, in order to prevent irresponsible or illegal behaviour on the part of those who work in the name and on behalf of the organisation itself.
- *Respect for the interests of stakeholders*
IDRA S.r.l. takes into consideration the requests or specific interests of all stakeholders, analysing their characteristics and respective capacities for influence, assessing which approaches may be most suitable for the involvement of individual categories of subjects.

- **Respect for the principle of legality**
IDRA S.r.l. complies with all applicable laws and regulations and informs those within the organisation who are required to observe and implement these measures of their obligations.
- **Compliance with international standards of conduct**
IDRA S.r.l. complies with international standards of conduct, adopting ethical behaviour in order not to conform to activities carried out by other organisations (e.g. suppliers) that are not consistent with international standards of conduct.
- **Respect for human rights**
In situations where the law does not provide certainty regarding respect for human rights, IDRA S.r.l. complies with international standards of conduct, taking into consideration all human rights:
 - the right to non-discrimination;
 - gender equality;
 - freedom of association;
 - collective bargaining;
 - child labour;
 - forced and compulsory labour;
 - the rights of indigenous peoples
- **Career Management**
For IDRA S.r.l., career management is the cornerstone of human resources management.
 1. **Definition of career management strategy**
The organisation has implemented a comprehensive strategy covering everything from recruitment to training and employee retention. As part of this, it has created a skills framework that identifies the organisation's needs, as well as the jobs and skills that need to be acquired or developed in order to achieve its objectives.
 2. **Identification of skills and interests**
The organisation has defined the Competency Overview and develops dedicated periodic training policies.
 3. **Development of employee skills**
Training is a natural part of the organisation's work and has become the norm within the company. The internal mobility policy enables the company to anticipate professional changes, business developments and recruitment needs, while remaining attentive to the aspirations of its internal resources. The implementation of a career management plan allows the company to guide employees, support them in their careers and nurture their need for recognition and gratification.
- **Innovation, Sustainability and Life Cycle Analysis (LCA)**
The concept of product/service life cycle thinking (LCT) is an approach promoted by the Integrated Product Policy, an integral part of the EU's sustainable development strategy. IDRA is committed to combining technological innovation and environmental sustainability, pursuing a development model that integrates principles of social responsibility, environmental protection and operational efficiency. To achieve these objectives, IDRA:
 - Integrates Life Cycle Assessment (LCA) into every stage of the design and production of its solutions in order to identify and reduce environmental impacts. This analysis allows IDRA to:
 - identify opportunities to reduce the environmental impacts associated with the life cycle of products and services;
 - understand which habits to implement in business management in order to establish oneself as a sustainable business model;
 - support decisions to intervene in the modification of processes, activities and products making them less impactful and consequently less costly for the company;
 - develop environmental communication and targeted marketing strategies;
 - identify new guidelines for the development of additional products or services;
 - evaluate and test the effects of different environmental and resource management policies;
 - promote best practices implemented by organisations;
 - Identify hot spots and define a risk mitigation strategy;

- Promote the use of recyclable materials and efficient production processes to reduce dependence on virgin resources and reduce waste.
- Ensure that its solutions are designed for a long service life, with ease of maintenance and minimal impact on the overall product life cycle.
- Continuously invest in research and development to improve the efficiency of its processes and offer solutions that enable customers to optimise their environmental performance.
- **End-of-life guarantee for products**
IDRA is committed to constantly optimising the performance of its products in terms of technology, operation, energy and, inevitably, end-of-life management.
The organisation has adhered to the principle of Extended Producer Responsibility (EPR) and, in this sense, promotes sustainable waste management and the search for design solutions that prevent the generation of end-of-life waste.
In this sense, it is committed to demonstrating its efforts towards a circular economy model that includes product reuse, repurchase and recycling programmes.
- **Reducing its Impact on the Environment**
For IDRA S.r.l., reducing its environmental impact is not only an ethical imperative but also leads to significant economic and reputational benefits.
The organisation is convinced that the transition to a more sustainable company requires constant commitment and significant investment, but that the results for the environment and the company itself can be extraordinary. For this reason, IDRA S.r.l., in relation to the impact of its products and processes in the following areas:

Air Subsoil water Biodiversity Waste Greenhouse gas reduction It works

to guarantee and constantly increase:

1. **Energy Efficiency**
Through the adoption of efficient energy technologies, the optimisation of production processes and raising employee awareness of the importance of energy saving.
2. **Use of Renewable Energy**
Transition to renewable energy sources. This not only contributes to environmental sustainability but can also provide a competitive advantage by demonstrating to stakeholders a commitment to cleaner energy sources.
3. **Waste Reduction and Recycling**
Adopt waste reduction policies and promote recycling among employees. Recycling company materials can reduce waste disposal costs and contribute to the company's social responsibility.
4. **Sustainable Mobility**
Promoting sustainable mobility has a significant impact on the environment. IDRA S.r.l. encourages the use of public transport, car sharing, company bicycles or electric vehicles, as well as the option of working remotely.
5. **Sustainable Procurement**
Ensuring that the products and services provided to the company are produced responsibly, using recyclable materials or materials from sustainable sources, is imperative for the organisation.
6. **Awareness and Training**
Raising employee awareness of sustainability and training on sustainable practices encourages active involvement. Training sessions and workforce engagement generate innovative ideas and greater commitment to reducing environmental impact.
7. **Environmental Monitoring and Reporting**
Monitoring systems to collect data on the company's environmental impact are essential for assessing progress and identifying areas for improvement. Publishing transparent environmental reports demonstrates the company's commitment to sustainability to stakeholders.
8. **Collaboration and Partnerships**
IDRA S.r.l. constantly evaluates collaborations with environmental organisations, academic institutions, and other companies to develop innovative solutions and share best practices. Collaboration can expand the resources and expertise available to address environmental challenges.

To achieve its objectives, IDRA applies the following principles:

- The customer must immediately perceive that our strength lies in our ability to be a Global Solution Provider for the products they want to create: correctly and comprehensively understanding the customer's expressed and unexpressed needs is the first key to our success.
- IDRA S.r.l. strives to guarantee the quality of its products/services in terms of price/performance:
 - Preventing any defects.
 - Considering safety, ergonomics and environmental compatibility of the product as a priority feature.
 - Continuously improving the quality of its processes, comparing itself with others to identify new opportunities.
 - Building loyalty with its partners and customers;
- IDRA S.r.l. is constantly committed to improving its performance and reducing its environmental impact:
 - Protecting the environment, reducing the impact of its production phases on the environment and paying the utmost attention to the consumption of natural resources:
 - Paying the utmost attention to pollution prevention, with particular reference to atmospheric emissions
 - Introducing raw and auxiliary materials into processes that are more environmentally friendly than those currently in use; assessing in advance the environmental impact of new processes and modifications to existing plants
 - Safeguarding surface and underground water resources, preventing accidental spills of hazardous substances
 - Avoiding waste of energy and other resources
 - Managing waste produced in the best possible way, promoting recycling and recovery where possible
 - Defining specific objectives for the continuous improvement of the Environmental Management System's performance:
 - Responsibility for activities is distributed and assigned to the bodies with organisational and decision-making tasks to carry out specific tasks.
 - The Management System Manager acts as coordinator and information collector and is responsible for supervising the proper functioning of the System.
 - Including environmental, social and economic sustainability in corporate investment and growth strategies which today represents a real competitive advantage.
 - Fostering, over time, a proactive culture aimed at achieving safe behaviour and attitudes on the part of staff with regard to environmental protection;
 - Defining measurable objectives for:
 - Reducing the carbon footprint of its operations and products.
 - Increasing energy efficiency throughout the value chain.
 - Optimising internal recycling and sustainable waste management.
 - Monitoring and regularly communicating progress in terms of sustainability and innovation.
 - By reducing the environmental pollution generated both by its production activities and by the products it manufactures. Therefore, it is committed to:
 - Monitor and reduce atmospheric emissions, noise pollution and waste from its production plant through the adoption of advanced technologies and processes with low environmental impact.
 - Optimising the consumption of energy and natural resources in production processes, favouring renewable sources and energy efficiency systems.
 - Designing die-casting islands that minimise environmental impact throughout their entire life cycle, promoting energy efficiency, the use of sustainable materials and the reduction of emissions in customer operations.
 - Implement internal recovery and recycling systems to reduce waste production and maximise the reuse of materials.
 - Collaborate with customers to promote sustainable practices and ensure that the technologies offered contribute to a low environmental impact future.

- IDRA S.r.l. is determined to achieve ever higher standards in terms of health and safety at work, in particular:
 - Conducting business in a manner that safeguards employees, company and third-party property, the environment and the community.
 - Train and raise awareness among all workers, making them aware of their obligations, responsibilities and the importance of their actions in order to create a 'health and safety culture' within the company.
 - Counteract incorrect and dangerous working habits by promoting safe behaviour through information, education and training of its employees.
 - Continuously identify hazards present in the business and assess the risks for each new activity and/or process in advance in order to adopt solutions capable of preventing accidents and/or occupational diseases.
 - Prevent accidents, injuries and occupational diseases by all means, including through the active participation of employees and internal and external collaborators to improve internal processes and work environments.
 - Strive for continuous improvement in occupational health and safety levels through the continuous updating of technological and management elements.
 - Raise awareness among contractors and suppliers by requiring them to comply with the company's safety policies, laws and commitments.
 - Ensure the availability and suitability of protective equipment.
- IDRA S.r.l. consistently applies the principles of sustainable development in accordance with gender equality specifications, in particular:
 - culture and strategy;
 - governance;
 - human resource management processes;
 - opportunities for growth and inclusion of women in the company;
 - gender pay equity;
 - parental protection and work-life balance.
- IDRA S.r.l. is committed to regularly communicating our progress in terms of sustainability and technological innovation through detailed reports that are open to stakeholders.

In particular:

- **The Company Management:**
 - Constantly analyse and evaluate the changing external and internal environment to ensure business continuity, carefully assess the risks and opportunities of every technical, operational and managerial decision.
 - It sets measurable objectives, consistent with the general objectives of the policy, which allow for the continuous monitoring and improvement of processes, working methods and service levels.
 - Commits to:
 - Not using child labour;
 - Not using forced labour, not requiring staff to leave deposits or identity documents at the start of employment;
 - Guarantee workers' right to union membership and collective bargaining.
 - Ensure adequate means of communication within the company by trade union representatives and that they are not discriminated against;
 - Not to discriminate on the basis of any social and/or personal condition of the worker during the establishment, performance and termination of the employment relationship.
 - Not to tolerate or repress behaviour that is offensive to workers;
 - Constantly improve staff motivation and awareness of ethical issues, health and safety, environmental protection and production process optimisation.
 - Involve trade union representatives.

- Guarantees:
 - the right of staff to a decent wage and that wages for a normal working week, excluding overtime, always meet at least the minimum legal or industry standards, or collective agreements (where applicable).
 - that the composition of staff wages and benefits is clearly and regularly detailed in writing for each pay period. The organisation must legitimately pay all wages and benefits due in a manner convenient for workers, but under no circumstances in delayed or restricted forms.
 - All overtime shall be compensated at a premium rate defined by national legislation or established by a collective labour agreement.
 - Not to use work-only agreements, consecutive short-term contracts and/or false apprenticeships or other schemes to avoid fulfilling its obligations to staff under applicable labour and social security laws and regulations.
 - Compliance with applicable laws, collective labour agreements and industry standards regarding working hours, breaks and public holidays.
 - Ensure that all overtime is voluntary, unless it is necessary to meet short-term business demand and consistent with the negotiated collective agreement.
- Improve relations with institutions through involvement and implementation of initiatives for local communities.
- Measure compliance and improve the effectiveness of the quality system through internal audits.
- Reward virtuous and proactive behaviour towards the principles of the Organisation.
- It pursues continuous improvement through the optimisation of the company's organisation, staff training, and constant verification of system management.
- It draws up its Social Report on an annual basis in accordance with the following principles:
 - *Transparency*: it clarifies the logical process followed to collect and classify information;
 - *Neutrality*: it presents information impartially, independently of partisan interests and completely, both in terms of the positive and negative aspects of management and without distortions aimed at satisfying the interests of directors or a category of stakeholders;
 - *Period competence*: the social activities and results reported are exclusively those carried out/manifested in the reference year;
 - *Comparability*: the presentation allows for comparison both in terms of time and space (as far as possible);
 - *Clarity*: information is presented in a clear and understandable manner;
 - *Truthfulness and verifiability*: the data reported refer to the information sources used;
 - *Reliability*: positive and negative data are reported objectively and are neither overestimated nor underestimated;
 - *Third-party autonomy*: where third parties are tasked with dealing with specific aspects of the social report, or with guaranteeing the quality of the process or formulating assessments or comments, they are required to exercise complete autonomy and independence of judgement, and this is guaranteed.
- *Every company stakeholder* is committed on a daily basis, and in relation to their own areas of expertise, to improving the quality of processes in order to achieve:
 - Greater effectiveness and efficiency, which translate into increased profitability,
 - Compliance with delivery times and intermediate milestones,
 - Maintaining a high-end customer and stakeholder base that is challenging and capable of growing the organisation.
 - Improve the working environment in which we operate on a daily basis and workplace safety standards, preventing accidents and occupational illnesses.
 - Analysing our activities, actively striving to prevent pollution and minimise the environmental impact of our activities, using natural resources and energy more efficiently.

The impact of this '*modus operandi*' requires maximum support from the company's management, but also the involvement and active collaboration of all staff in order to continue the growth and development of the company. IDRA also undertakes to:

- to distribute policy documents, the results of management system audits and management reviews internally.
- to publish the policy on the website and send it to interested stakeholders.
- make documents relating to the Integrated Management System available to stakeholders to ensure mutual growth in performance in terms of competitiveness, the achievement of ever higher standards of quality, respect for the environment, health and safety protection, and social responsibility.

This Policy Document will be periodically reviewed and updated to ensure its relevance to regulatory, technological and market changes.

Management assumes responsibility for implementing this policy and ensuring that all employees, partners and stakeholders understand and share our commitments.

Company management

IDRA S.r.L. Unipersonale
 H&S, Environment
 Quality Manager
 Massimo Roversi

