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SUSTAINABILITY POLICY

Entsorga Group

Our Group is committed to conducting its business with responsibility and respect for legality and the ecosystem in which it is embedded, according to principles and behaviour that guarantee its sustainability over time.

By sustainability we mean, without limitation, the creation of conditions for the production over the years of profit flows that allow for the preservation, development and remuneration of all the resources that have contributed to the result.

- The **environment**, first and foremost, to be protected, together with the community, to be safeguarded in terms of health. The workers and collaborators, to be guaranteed equal dignity and opportunities, the customer, to be satisfied in his needs, and all the people who have a direct relationship with the Group, including customers and suppliers, whose safety must always be guaranteed. For all these categories of stakeholders, the Group is committed to eliminating or reducing to the minimum technically and economically achievable levels any possible negative impact.

- **Legality** is the underlying principle of our society and our economic system

With a view to continuous improvement, the company has adopted


- the organisational **model 231** in order to structure a system of supervision and delegation that presides over those sensitive areas of the company's activity in which unlawful behaviour can be generated.
- The **certification of financial statements**
- the management system for quality, environment and safety (with the respective **ISO 9001 ISO 14001 and ISO 45001** certifications), striving to prevent defects, reduce variability and waste in its organisation and to actively involve its people.

Together, these constantly evolving objectives form the framework within which the current sustainability policy has been defined.

In order to implement this corporate policy, it is not only sufficient to systematically comply with legal requirements in all contexts in which the organisation intervenes with its products and professional services, but it is also necessary to be able to anticipate scenarios, risks and expectations.

Structural framework for defining objectives:

- ensure legality
- ensure safety at work;
- increase profitability, market share and growth of one's own organisation also by reducing the costs of inefficiencies and non-conformities;
- ensure respect for intellectual property and copyrights;
- improve the performance of internal processes;
- improve the quality of procurement;
- develop new technologies in the environmental field that prevent waste and promote the reuse, recycling and recovery of waste to landfill with maximum efficiency and minimum environmental impact;
- building customer and market loyalty
- increase employee motivation and commitment together with employee satisfaction in the sense of respect for needs and diversity;
- ensure inclusiveness and gender equality;
- manage activities by using natural resources efficiently, minimising, in particular, the impact on the environment related to the consumption of energy from non-renewable sources and water, the production of waste and greenhouse gas emissions

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- orienting management choices so as to encourage the adoption of sustainable strategies and the use of energy from renewable sources;
- improve the method of collecting, calculating and tracking environmental data, with particular reference to CO2 emissions and waste disposal.
- Involve and make all staff aware of environmental issues related to the company's activities.

Aware that it can influence its stakeholders to make them aware of the adoption of responsible behaviour in the environmental field, the Entsorga Group also intends to manage the indirect impacts linked to the design and procurement of goods and services.

In this context, the Group pursues these objectives

- to raise the awareness of the Entsorga Group companies, its workers and its suppliers to respect every resource involved, whether natural, human or social;
- to incentivise the entire chain of stakeholders to adopt eco-sustainable behaviour by offering products and services that support care for the environment.

Commitment

In order to pursue the objectives defined above, Entsorga Management undertakes to implement a management system, within which it will, in particular

- directing its choices in such a way as to guarantee compatibility between economic initiative and environmental needs, respecting the regulations in force, but also screening existing best practices
- promote, directly and within its sphere of influence, a healthy and sustainable economy, able to guarantee everyone the opportunity to share its benefits, creating an economic, social and environmental framework in line with the principles of the UN Global Compact
- integrate preventive actions for climate protection into their strategies, creating awareness of the causes and likely consequences of climate change, both within and outside society
- to communicate management results transparently and continuously by means of an annual Sustainability Report;
- periodically review the Sustainability Policy to define new goals and commitments, to ensure that they are in line with new environmental requirements, changes in activities and stakeholder views, and to decide on further improvement actions.
- establish a Supervisory Board to periodically monitor the sensitive issues covered by Law 231
- Develop technologies that reduce the risk to the worker and increase the level of energy efficiency
- Maintain its quality systems according to ISO9001 ISO14000 ISO45001 standards
- Organise employee training at a higher level than that provided for the relevant task.

All this is done by ensuring that it is understood and supported by all levels of its organisation, by providing adequately trained resources, by examining the proposals of its employees during periodic meetings, by analysing the possibility of proposals for participation in courses and conferences to improve personal training, and by making employees aware of the company's objectives.

Management is also committed to enhancing and promoting a diverse and inclusive organisational culture (gender, race, disability, culture) that enables people to grow and work in conditions that allow for good collaboration and participation.

The general objectives set out in this Policy are detailed in budget objectives, which are evaluated annually and analysed periodically during management reviews.

Tortona, 06.10.2023