



MONTECO's product reliability and quality, customer satisfaction, environmental protection, health and safety of workers are the result of the coordinated action of all those who participate in the company's processes, that are all the employees, consultants, suppliers and contractors.

The Top Management ensures that this policy:

- is appropriate to the goals and to the context of the organization;
- is inclusive of the commitment to the requirements and to the continuous effectiveness of the Management System;
- provides a structural framework to define and review the targets of Quality, Environment, Health and Safety;
- is communicated and understood within the Organization;
- is periodically reviewed in order to ensure that it is continuously suitable;
- meets the implicit and explicit needs and expectations of the interested parties;
- is communicated also outside the Organization.

MONTECO:

- continuously ensures the quality of its products in order to satisfy the needs and the expectations of its Customers;
- is committed to implement and to improve its own processes, products and services aimed to the environmental protection, to quality and more and more compatible to its own environmental context;
- pays the utmost attention to the prevention of risks and accidents with possible impact on health and safety of persons and on environment, by ensuring the performance of the hazard assessment process, risk assessment, definition and implementation of the prevention and protection measures for all activities;
- identifies all the possible situations of emergency, identifies and trains the people for the Emergency Team.

MONTECO is committed to maintain active and to improve its own Management System, which allows to control the quality of the products, mitigate and reduce the potential impact on the environment (however economically feasible) resulting from its processes, products and services.

MONTECO makes available human, instrumental and economic resources in order to take into consideration all aspects of safety and health as essential objectives, during the starting of new processes, or in the revision of the existing ones. The whole company organization is part in the achievement of such objectives, from the employer to every employee, everyone according to his own duties and skills as well as the criteria of continuous improvement.

Therefore, Top Management has identified dedicated resources in order to maintain the Management System and to verify its effectiveness, through internal audits, risks evaluation and training to all employees. Training and information of workers are considered strength aspects in order to raise awareness. With this aim, each year, the Company organizes and realizes courses for the risk prevention and for emergency and non-conformity management.

The Senior Executives and the process Managers are responsible to apply and measure all what above described. They must coordinate the available resources inside their own services, in order to guarantee that the activities of their competence are executed in compliance to what established in the Company Management System.

MONTECO pursues Customer satisfaction, environmental protection, health and safety of all employees through the careful check of the European, national, regional and local laws, the compliance to Quality, Environment, Safety standards, as well as further prescriptions that the organization subscribes with third parts.

MONTECO commits to review periodically this Policy to maintain it adequate to the aims and to the strategic targets of the Company.

The present Policy applies to all Company sites.

ROBBIATE, 14th April 2025

The Top Manager