

**INTEGRATED POLICY FOR QUALITY, ENVIRONMENT AND SAFETY**

In order to ensure a product/service aimed at the highest satisfaction of its Customers, Stakeholders, and the Environment, **OEM S.r.l.** defines the following as guiding principles and commitments of its Quality, Environment, and Workplace Safety Policy:

- It is committed to understanding customer needs and plans its activities to fully meet them. Likewise, it operates in compliance with the demands and requirements of the reference market and the country in which it operates, fulfilling laws and regulations of all parties involved in its critical processes;
- It is committed to best satisfying the needs of interested parties regarding environmental, safety, and health issues in the workplace, always responding to their requests and inquiries;
- It identifies the various activities of its organization as processes to be planned, controlled, and continuously improved, and activates resources in the best possible way for their implementation;
- It is committed to fully complying with all legal requirements in general, and specifically those related to Environment, Workplace Safety, and Product Quality, firmly believing in the ethical vision of the world of work and commerce;
- It manages its processes to ensure clarity: the objectives to be pursued and expected results, related responsibilities, and resources used;
- It assumes responsibility for the effectiveness of its Quality Management System (QMS), making all necessary resources available and ensuring that planned objectives are compatible with the context and strategic directions. OEM S.r.l. communicates the importance of the Integrated Management System and actively involves all interested parties, coordinating and supporting them;
- It is committed to environmental protection, pollution prevention, and achieving defined environmental objectives;
- It plans its processes with a risk-based thinking approach in order to implement the most appropriate actions to assess and address risks associated with processes, and to exploit and strengthen identified opportunities;
- It promotes an adequate sense of proactivity in risk management at all levels;
- It is committed to the continuous improvement of its environmental management system to enhance environmental performance and reduce the environmental impact of its activities;
- It is aware that the involvement of personnel and all stakeholders, combined with the active participation of all collaborators, is a primary strategic element. It promotes the development of internal professionalism and the careful selection of external collaborations to ensure competent and motivated human resources;
- It sets as a permanent objective and is committed to the continuous improvement of the performance of its Quality, Safety, and Environmental Management System;
- It is committed to reducing environmental impact at all stages of the product/service life cycle;
- It is committed to providing safe and healthy working conditions for its workers;
- It is committed to eliminating and reducing risks to workers' health and safety. To this end, it undertakes to consult and involve workers and their representatives on Occupational Health and Safety matters.

03/07/2025

Amministratore Delegato

