

## OBJECTIVE AND SCOPE OF APPLICATION

The purpose of this Policy is to communicate to all Stakeholders Mista's commitments on the issues of Quality, Safety, Health, Environment and Gender Equality (the latter Standard applies only to the Cortiglione site (AT – Italy). The internal processes are structured to meet the needs of the standards ISO 9001, IATF 16949, ISO 14001, ISO 45001 and, for the Italian site, UNI PDR 125.

Pursuant to UNI PDR 125/2022, Mista is included in the Cluster of Medium Enterprises (ATECO Code 25.73).

## PREMISE

This Policy constitutes a manifesto that commits the Company to promoting the protection of human rights for all people who work in its "value chain". MISTA operates in Italy and Tunisia, and is committed to respecting and actively disseminating the principles set out in the legislation and standards issued by international reference organizations, including:

- The **Universal Declaration of Human Rights** and subsequent international conventions on civil and political rights and on economic, social, and cultural rights;
- The **Declaration on Fundamental Principles and Rights at Work** and the eight fundamental Conventions of the International Labor Organization (ILO);
- The **United Nations Conventions** on women's rights, on the elimination of all forms of racial discrimination, on children's rights, on the rights of people with disabilities;
- The **2030 Agenda** for sustainable development adopted on 25 September 2015 by the United Nations General Assembly and the related 17 Sustainable Development Goals (SDGs) to which MISTA has linked its sustainability policies.

## QUALITY

The Mista Group intends to grow, both in terms of its positioning in the market and in its size.

To develop in this strategic line, the Mista Group extensively pursues growth in the **Value offered**:

- The one which derives from the trust earned and maintained among all interested parties (stakeholders)
- The one contained in its products, enriched by the added value that is made possible by:
  - o the continuous growth of skills;
  - o their progressive capitalization;
  - o the permanent comparison with the Market;
  - o the support made possible by industrial investments;
  - o the progressive reduction of the carbon footprint of all processes;
- The one that is powered by external integration towards Customers and by internal integration based on company functioning "by Processes";
- The one guaranteed by convinced adherence and compliance with the laws which in each territory concern respect for the environment, the safety and health of people, the dignity of people, gender equality and the production and use of its products.

To implement this objective, Mista Group has established and maintains a viable Governance System, compliant with **IATF 16949, ISO 14001 and ISO 45001 standards**, the purpose and field of application of which are explained in the Manual.

The Mista Group pursues and supports respect for people's rights and considers the protection of the integrity, health and well-being of its staff and the environment as primary and fundamental elements in the exercise and development of its activities.

## HSE (Health, Safety, Environment)

The Mista Group is committed to:

- govern its activities in terms of health, safety and rights at work and the environment, in compliance with the most accredited international standards;
- guarantee company security by preferring non-violent and transparent solutions. We oppose the disproportionate use of security forces, promoting cooperation with public and private entities in compliance with laws and ethical principles.
- adopt strategies and practices that reduce carbon emissions, with a focus on innovation and energy efficiency;
- guarantee the highest quality in production processes, reducing water consumption and adopting sustainable practices in the management of water resources;
- preserve air quality by adopting industrial practices that minimize polluting emissions;
- ensure responsible management of chemical substances, adopting rigorous safety standards and eco-sustainable practices;
- reduce the quantity of waste, adopting practices and processes that minimize their production and encourage recycling;
- encourage reuse practices and implement innovative recycling solutions, thus actively contributing to reducing environmental impact and creating a sustainable cycle for resources;
- protect animal welfare, adopting ethical and sustainable practices along the entire supply chain;
- responsibly manage natural resources, aiming to actively contribute to the conservation of ecosystems and the promotion of a balanced environment for future generations;
- implement sustainable techniques and processes, aiming to maintain soil fertility and preserve the health of terrestrial ecosystems, thus contributing to a balanced and sustainable environment;
- reduce noise emissions, adopting technological solutions and operational practices that minimize the acoustic impact of our activities;
- preserve forests and responsibly manage water resources, while actively opposing forced eviction, promoting sustainable and ethical practices that respect the environment and the communities involved;
- communicate and disseminate information regarding health, safety and rights at work, the environment, combating the gender gap to internal and external "stakeholders" by communicating with them and actively collaborating at a national and international level with institutional and academic bodies.

## SOCIAL RESPONSABILITY

The Mista Group is committed to:

- promote the use of the most advanced technologies to achieve excellence in the protection of workers' health, workplace safety and environmental protection;
- evaluate and reduce the environmental impact of its services;
- use resources responsibly with the aim of achieving sustainable development that respects the environment and the rights of future generations;
- do not use or support the use of child labour and forced labour;
- oppose verbal abuse, coercion and mental or physical violence;

- comply with laws and industry standards regarding working hours and ensure that wages are sufficient to meet the basic needs of staff;
- comply with European Regulation no. 2016/679 regarding the protection of data of people;
- fight any form of discrimination, harassment, sexual, personal, religious, or other offense, respecting the personal dignity, private sphere, and personality rights of any individual;
- promote policies to prevent and combat the gender gap and support the employment placement of people with disabilities during all phases of the staff life cycle (selection, onboarding, access to training and growth paths);
- ensure equal opportunities and freedom of association, promoting the development of each individual and creating a meritocratic culture based on the evidence of results and far from any consideration linked to gender or nationality.

## CORPORATE ETHICS

The Mista Group is committed to:

- ensure the implementation of a zero-tolerance policy towards violence and harassment in the workplace;
- facilitate an environment in which employees can report wrongdoing confidentially and without fear of retaliation;
- establish and maintain active the procedures necessary to evaluate and select suppliers and sub-suppliers based on their level of social and environmental responsibility;
- do not tolerate any kind of corruption in any form or manner, in any jurisdiction;
- maintain maximum financial responsibility through the management of accurate and transparent records, ensuring the integrity of accounting information. We promote ethical financial conduct to ensure stakeholder trust and contribute to the long-term sustainability of the company;
- ensure full disclosure of relevant information as an integral part of the corporate philosophy through open and honest communication to provide stakeholders with a clear view of our activities;
- guarantee ethical business practices, supporting fair competition and respecting antitrust laws;
- carefully and transparently manage situations of conflict of interest, ensuring that corporate decisions are guided by the integrity and interests of stakeholders;
- guarantee the quality and authenticity of our products, including spare parts, protecting our customers, and contributing to safety and reliability in the sectors in which we operate;
- defend and respect intellectual property by supporting creativity and innovation;
- strictly enforce export controls and economic sanctions, adhering to international and national regulations and ensuring compliance with trade restrictions;
- involve all levels of the organization and all employees of the Group ensuring that responsibilities and operational procedures are precisely defined, appropriately communicated, and clearly understood;
- respect and enforce the contents of the Code of Ethics approved by the Management and which is part of the company Management System.

## COMMITMENTS TO GENDER EQUALITY

The Mista Group is committed to ensuring that the GE Policy is related to the other Policies implemented by the Company and is committed to:

- ensure that genders are equally represented among the panelists at round tables, events, conferences, or other events, including those of a scientific nature;
- guarantee fair and equal participation in training and development courses, with the presence of both sexes, including courses on leadership;

- guarantee internal mobility and succession to managerial positions consistent with the principles of an inclusive organization that respects gender equality;
- guarantee the protection of maternity and paternity with services to facilitate the reconciliation of personal and working life, identifying this moment as an experience that strengthens the relationship between the person and the company before, during and after maternity/paternity;
- enhance diversity and support female empowerment;
- manage staff careers without discrimination;
- ensure that internal and external communication is neutral and free of discrimination (including marketing and advertising activities);
- assign resources, responsibilities and authorities adequate for the pursuit, achievement and maintenance of established objectives.

This Policy is distributed to all employees and made public through:

- posting on the company noticeboard
- publication on the intranet page and website
- sharing with external suppliers and partners.

Cortiglione, 11/12/2023

The Direction