

SUSTAINABILITY, QUALITY, ENVIRONMENTAL, HEALTH & SAFETY POLICY

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REV.	DATE	CODE	PREPARED	APPROVED

HPC Italia Srl, hereafter “HPC” or “the Company”, is an Environmental, Health, Safety and Sustainability consulting firm that provides design services for the assessment, the remediation and the protection of natural and man-made habitats.

This corporate policy document has been prepared by the Company not only to ensure full compliance with laws and regulations related to quality, environment, health and safety, but also to affirm a commitment to continuous improvement of performance towards sustainable development with particular focus on environmental, social and governance aspects.

HPC commits to fully comply with the requirements of its integrated management systems and to maintain processes effectiveness by specifying the goals to be achieved; moreover, by firmly believing in environmental sustainability, HPC is committed to ensure the rational use of resources, looking for innovative and effective solutions to reduce the impact of its activities and to promote responsible attention by all stakeholders.

By fostering social sustainability, HPC ensures the pursuit of the principles of non-discrimination, equal opportunities and equal dignity for all forms of diversity.

Furthermore, HPC takes on the responsibility and is committed to ensure that all operations, as far as reasonably possible, are carried out so as to ensure the health, safety and well-being of all the company, staff and of anyone who may interact with the company for whatever reasons or circumstances.

HPC undertakes to constantly monitor and improve its own business organization with the following actions:

- Work for a continuous improvement of its policies defining measurable objectives and goals. These goals will be reviewed and monitored on an annual base and corrective actions will be taken if needed;
- promote social and environmental responsibility, integrating sustainability into actions and behaviours of its employees;
- support inclusion and keep the workplace inclusive, welcoming, and diverse, as well as free of discrimination;
- make the most of the diversity present in the roles operating in the organisation and maintain the processes that can develop women's empowerment in business activities;
- use platforms and communication channels, to share initiatives with customers and suppliers to promote sustainable development of resources, focus on the protection of biodiversity and raise awareness of the concepts of diversity, equity and inclusion;

- adopt organizational practices and individual attitudes capable of producing a positive ecological impact, encouraging collaborators and employees to adopt a responsible behaviour towards the resources of the planet;
- promote the use of sustainable and shared modes of transport and, where applicable, adopt forms of remote working in order to reduce home / work travel, limiting the environmental impact and producing benefits both at individual and company levels;
- monitor energy consumption and the generation of waste and emissions, determining an effective response in terms of environmental and economic sustainability;
- Integrate suppliers qualification processes by assessing compliance with sustainability requirements and possession of environmental certifications;
- Involve employee participation at every level and make the corporate policy known through education and training programs. The policy is made available and communicated not only to the staff members but also to all the involved stakeholders;
- involve suppliers and customers by promoting measures aimed at preventing pollution during field activities;
- Maintain, improve and promote the Quality Management System as an essential component of production;
- Avoid unjustified consumption and waste of resources such as electricity, water and fuel; promote the use of sustainable means of transport; encourage the purchase of equipment, tools and goods with a low environmental impact throughout their life cycle; promote office sustainable actions such as separate waste collection;
- Encourage staff involvement in health and safety issues; provide methods, time, training and the necessary resources for consultation and participation in the definition and application of health and safety regulations;
- Involve and consult periodically with the staff including the Worker's Safety Representative;
- Carry out risk assessments to identify potential dangers and take appropriate control measures to reduce the risks to the health and safety of personnel and any third parties;
- Involve and consult periodically the Occupational Doctor, both for risk assessments and periodic workplace inspections;
- Provide staff education, training and supervision to ensure that all tasks are performed correctly and in a safe way;

- Maintain an efficient system for recording, investigating and analysing incidents, injuries and near-misses, also through innovative modalities (QR-Code);
- Identify roles and responsibilities, tracing the root causes of incidents with investigation methods appropriate to the severity of the event, communicating the outcomes internally and externally with appropriate methods;
- Spread the health and safety culture with a view to continuous and constant improvement, sharing safety moments, safety talk and sharing lessons learned during internal meetings and with our contractors.

Senior management, as the first promoter of the Company's policy, is responsible for compliance with these commitments, necessary for the pursuit of environmental and social sustainability objectives, through:

- Periodic review and update of the Company policy;
- Monitoring of policy application and achievement of the relevant goals ;
- Communication and distribution of the policy to all relevant stakeholders, specifically to new staff members and suppliers