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Quality, health, safety and environment policy	POL 01	00	
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Policy	QSM-ESM-SSM	Group	24.03.2023

Quality, health, safety and environment policy

Our purpose: to enable people sustainable mobility by innovating and supporting the automotive industry transformation.

Our sustainability ambition: integrating sustainability into our business to support the industry transformation to pursue growth for our local communities and the people who work with us and our supplier partner.

Saleri is a leader in the design, development and manufacture of Thermal Management systems for the automotive industry. Research and development, flexible technical solutions and continuous improvement of quality standards are the distinctive features of the Saleri method and represent the added value of every product. The business has a long-standing relationship with the most prestigious car manufacturers and is capable of satisfying the growing demand for innovative temperature management solutions both for vehicles fitted with an internal combustion engine and for those with new generation electric engines. Founded in 1942, Industrie Saleri Italo S.p.A. now heads a global organization: the Saleri Group. The Group brings together businesses highly specialized in the design and production of solutions to support the transformation of the automotive industry, through three business units: Original Equipment, Aftermarket and Industrial Automation.

The Saleri Group considers protecting occupational health and safety, the well-being of people, and safeguarding the environment and biodiversity to be core values in running and developing its business.

The Group's sustainable development strategies **pursue continuous improvement** in occupational health and safety and environmental aspects, in compliance with Values and Ethical Code and in accordance with the Sustainability Model envisaged by the United Nations Global Compact, the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work" and the "Rio Declaration on the Environment and Development", and with the intention of contributing to the United Nations' global goals for sustainable development.

In this regard, Saleri Group has implemented an Integrated Management System in accordance with the requirements defined in the ISO 9001:2015 and IATF 16949:2016, ISO 14001:2015, ISO 45001:2018 standards, whose effectiveness and efficiency allow to reach the several organization targets, such as:

- Understanding and fulfilment of current and future requirements of each interested party, both internal and external to the Group;
- To ensure continuous compliance to all applicable laws, and to other formally agreed requirements for environmental, health and safety;
- Increase production processes stability through the identification of their related monitoring indicators;

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- Processes management according to the *Risk based thinking* method in order to identify risks and opportunities, to plan and implement the most appropriate actions aimed at managing these factors;
- Management through the process approach, by defining the interactions and the correct monitoring aimed at pursuing continuous improvement. This approach enables the achievement of the expected targets and results through the optimal resources use and through a defined responsibilities assignment;
- Promotes the engagement of the supply chain in meeting quality, environment, safety and sustainability requirements, by raising awareness of the importance of their contribution to achieving the company's defined objectives;
- Creation and maintenance of a corporate culture oriented towards quality, environment and safety, by promoting the development of everyone skills, by increasing the consciousness of the value of each single role within the organization and by encouraging the collaboration between the different organizational areas, in a structured and systematic manner;
- The promotion within the organization of constant and careful commitment to information and training efforts aimed at improving skills and internal professional development with educational, training and awareness-raising interventions for its employees in order to improve the use of available resources;
- To guarantee clear, correct and transparent relationship, targeting satisfaction of all the stakeholders;
- Assess and reduce the environmental impact of its products and services throughout their life cycle;
- Implement the use of natural and alternative resources and efficiently rationalize the use of energy resources with the aim of achieving sustainable development that respects the environment and the rights of current and future generations;
- Use state-of-the-art technologies in relation to environmental, health and safety aspects guided by a sustainability rationale.

Saleri Group has defined this Policy and draws the attention to all the interested parties so that everyone can apply it within the framework of his tasks and responsibilities.

Saleri Group is also committed to periodically update this document on the occasion of the Management Review in order to ensure its eligibility in accordance to the framework changing conditions and to diffuse and support it with all the most appropriate means and resources. Saleri Group is committed to distribute this quality, health, safety and environment Policy, to all Group Companies, to all staff working for the company and to the public via the available media, raising awareness and training of every employee.

Lumezzane, March 24, 2023

Matteo Cosmi
CEO

