CARCO NOVOTEMA PRECISION RUBBER PRODUCTS S.P.A.
Business Unit Novotema - Sede operativa:
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INTEGRATED QUALITY
ENVIRONMENTAL AND SAFETY POLICY

Considering the aims of the organization and based on the analysis of the context in which it operates, the Business Unit Novotema defines its integrated policy that can serve as a guide in pursuit of strategic guidelines, which are put in place to achieve the following objectives:

- ✓ To ensure customer satisfaction and business continuity through continuous improvement, compliance with production standards and waste reduction, according to the targets defined and disseminated at all levels of the company;
- ✓ Achieve 95% on-time deliveries of material for customers, by reducing waste according to the targets defined and disseminated at all levels of the company;
- ✓ Operate with excellence, identifying strategic processes, implementing dedicated improvement plans and pursuing new markets;;
- ✓ Ensure compliance with the mandatory standards applicable to the product and the structure;
- ✓ Optimize facilities and processes in order to achieve energy savings;
- ✓ Ensure innovative solutions, manage efficiently and strategically all the resources available and promote an environmental more responsible and sustainable in accordance with global objectives.
- ✓ Ensure that the standard to date are maintained:

  ISO 9001 – IATF16949 – ISO14001 – ISO45001 – ISO13485

Business Unit Novotema plans its management system with a process-based approach with a view to continuous improvement aimed at continuously increasing the company performance and based on the “Risk-Based Thinking” concept.

Business Unit Novotema ensures that all employees and collaborators operate in full compliance with professional ethics in line with its own ethical code and conduct, avoiding engaging in activities that harm or violate the rights of others.

Business Unit Novotema is aware of the impact that its activities may have on the surrounding environment, on the health and safety of its workers and on the stakeholders.

The Management of the Organization is also committed to:

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- ✓ to provide duly trained and responsible, instrumental and economic human resources, who are useful to the pursuit of objectives of the Integrated System;
- ✓ to continuous improvement of performance, as an integral part of its activity and as a strategic commitment to the wider aims of the company;
- ✓ to comply with and enforce applicable laws, regulatory obligations and other requirements that the organization has signed and established, which relate to the hazards to Worker Health and Safety and the Environment;
- ✓ To ensure the privacy and data protection of customers, employees and partners by taking necessary measures to ensure information security.

In terms of environment and safety, Business Unit Novotema undertakes to ensure that:

1. Starting from the definition of new activities, or the review of existing ones, the environmental and safety aspects are considered essential content;
2. The entire company structure, along with its partners, participates, according to its own powers and competences, in the achievement of the organization's safety and environmental objectives so that:

2.1.1. The design of the machinery, plant and equipment, workplaces, operating methods and organizational aspects are carried out in such a way as to prevent accidents and illness at work in order to safeguard the worker health and safety, protection of the environment, company assets, third parties and the community in which the company operates;

2.1.2. Information on company risks is disseminated to all workers, their active participation is encouraged through specific forms always available to workers through periodic meetings during which proposals for improvement or reports relating to environmental and safety system- are collected;

2.1.3. We respond quickly, effectively and diligently to emerging environmental and safety needs during the course of work activities;

2.1.4. Cooperation between the different company resources and collaboration with the business organizations and the external bodies responsible is encouraged;

2.1.5. Company procedures, instructions, standards and, more generally, all the tools put in place to protect occupational Environment, Health and Safety are respected.

2.1.6. The organization commits to reducing the environmental impact of its operations by promoting sustainable practices, reducing waste and using resources efficiently. This includes the adoption of measures to be implemented in order to limit any waste and ensure greater efficiency.

2.1.7. The organization is committed to mitigating climate change by promoting sustainable practices, using resources efficiently, and reducing all possible waste such as energy consumption and the environmental impact generated by its operations. This includes a series of measures to be implemented, such as the constant monitoring of consumption (energy, water, etc.), atmospheric emissions, and the containment of

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greenhouse gas emissions produced by its activities, while supporting the supply chain through data processing related to the assessment of the carbon footprint.

2.1.8. The company is also committed to promoting the responsible use of its products throughout their entire life cycle and ensuring optimal waste management, collaborating with disposal operators to reduce the use of hazardous materials and progressively increase the amount of waste destined for recovery through the monitoring of specific indicators. Regarding hazardous products, the organization, in line with the REACH regulation, is further committed to ensuring transparency and traceability in the management of SVHC substances.

2.1.9. Although operating in a sector that does not directly affect natural ecosystems or the surrounding territory, the company recognizes the importance of protecting biodiversity as an integral part of environmental sustainability.

With regard to supply chain management, Business Unit Novotema is committed to promoting procurement practices (*purchasing of goods, services, and materials, including collaborations with suppliers, subcontractors, and strategic partners*) that reduce environmental impact, support social equity, ensure economic transparency, contribute to sustainable development throughout the entire value chain, and promote human rights and decent working conditions, in particular by:

1. Promoting social responsibility by selecting suppliers who respect human rights, decent working conditions, and inclusion;
2. Promoting supplies with transparent information on the origin of materials;
3. Encouraging low-emission transportation and local logistics chains to reduce environmental impact, where possible;
4. Rejecting all forms of child labor, compulsory or forced labor throughout the whole supply chain;
5. Promoting safe working environments, reasonable working hours, fair wages, and respect for freedom of association, while opposing all forms of discrimination based on gender, ethnicity, age, religion, or sexual orientation.

The organization makes this document known and disseminates it to all company personnel through the company notice boards and the website *www.novotema.com*

Villongo, October 2026

The Management
Consonni Stefano