

COMPANY POLICY ENVIRONMENTAL, HEALTH AND SAFETY PROTECTION IN THE WORKPLACE

Calpeda designs and manufactures efficient and sustainable solutions for integrated water cycle management. We constantly invest in technology and innovation to ensure our products are safe and reliable. Our commitment is driven by respect for the environment, health, and safety, for the benefit of all stakeholders.

The commitment to these values starts with the management and involves all employees in order to build a sustainable and efficient company in the long term.

Within this framework, Calpeda chose to implement ISO 14001:2015 certification in 2024, guaranteeing a structured approach to risk analysis and prevention, including rapid and effective corrective actions.

Principles of Calpeda S.p.A.'s EHS Policy:

- Focusing on stakeholder needs.
- Defining specific EHS targets, disseminated and shared at all levels.
- Actively involving staff in the pursuit of EHS targets.
- Periodically verifying the EHS system effectiveness.
- Timely handling of non-conformities by implementing effective corrective actions.
- Creating a healthy and safe working environment for all workers.

Calpeda S.p.A. is committed to translating EHS principles into concrete actions

- Active participation of management in the EHS management system.
- Staff training on environmental, health and safety issues.
- Constant risk assessment to prevent occupational accidents and illnesses.
- Awareness-raising of personnel to achieve EHS objectives.
- Dialogue with authorities for emergency management and risk reduction.
- Monitoring EHS performance and regulatory compliance.
- Responsible management of natural resources and energy consumption.

Calpeda S.p.A. is committed to sharing this policy with all employees and stakeholders. Everybody within the company is responsible for implementing and respecting it.

Montorso Vicentino (Vicenza), 2024

**Amministratore Delegato
Ing. De Angelis Federico**

