

QUALITY, SAFETY, ENVIRONMENT AND SOCIAL RESPONSIBILITY POLICY

For Motor Power Company, the expression **Quality, Safety, and Environment** is not only the synthesis of an integrated system of corporate policies, initiated in 1997, but above all a conviction of values on which to base the **corporate culture and management**.

To date, the System consists of three certifications:

- ✓ ISO 9001 guaranteeing a quality system applied in the company since 1997
- ✓ ISO 14001 confirming attention to the sustainable behavior of the company and its people
- ✓ ISO 45001 sanctioning fundamental attention to the safety of people and workplaces

Motor Power Company has integrated the **Organization, Management, Control Model and the Code of Ethics**, synthetically known as Organizational Model 231, into the aforementioned system.

The adoption of this organizational model and code of ethics expresses the **company's desire** to ensure conditions of fairness and transparency in conducting business and company activities. This initiative was undertaken in the belief that observing the Model can represent a valuable tool to raise awareness among all those who operate in the name and on behalf of the company, so that they maintain correct and straightforward behavior in carrying out their activities, both internally and externally to the company.

The company policy is completed by adherence to the **ECOVADIS** platform for the annual **Corporate Social Responsibility** assessment and the **Sustainability Report**, prepared voluntarily since 2024, in compliance with ESRS standards, to communicate corporate results, strategy, and commitments regarding environmental, social, and governance issues, as well as the goals achieved thanks to the principles and values that guide the company.

The **main company objectives** are listed below:

- Implement an internal communication system that involves all collaborators, both in daily operations and in improvement plans
- Comply with mandatory requirements in the areas of Quality, Health, Safety, and Environment
- Act responsibly, sustainably, and transparently towards people, stakeholders, and the environment, promoting health, inclusion, and continuously improving the sustainability of its processes and activities, to minimize negative impacts on the ecosystem and the territory, in line with national and international ecological transition objectives
- Create a company culture aimed at safeguarding the environment, health, safety, and social responsibility, by providing the necessary resources and involving interested stakeholders.

To achieve these strategic objectives, with the firm intention of complying with applicable legislation relating to Safety, Health, Environment, and Energy, and taking into account the needs and expectations of relevant interested parties, **Motor Power Company commits to:**

QUALITY

- ❖ Provide customers with better products and increasingly adequate technical support for the correct use and management of products;
- ❖ Monitor suppliers to control their performance, aiming for their total involvement and continuously increasing loyalty in view of specialization of skills
- ❖ Use the Risk Management methodology to implement increasingly effective and realistic improvement plans
- ❖ Provide appropriate procedures and operational and management instructions that enable operators to act in accordance with the objectives of this policy

ENVIRONMENT AND SUSTAINABILITY

- ❖ Reduce environmental impact by promoting separate waste collection and material recovery where possible
- ❖ Analyze processes and activities to reduce emissions, prevent accidental spills, and environmental damage
- ❖ Adopt, wherever possible, solutions that enable energy savings in both the production process and product manufacturing, with careful evaluation of the product life cycle.
- ❖ In 2024 we reduced our carbon footprint by over 50%, ahead of schedule; our new goal is to maintain and further improve this result
- ❖ Promote environmentally and socially sustainable purchases
- ❖ Design safe products with the lowest possible environmental impact

HEALTH AND SAFETY

- ❖ Select suppliers and contractors who ensure that activities are carried out in accordance with health, safety and environmental standards
- ❖ Engage staff in reporting, resolving and preventing incidents using the near miss methodology to achieve continuous improvement of health, safety and environmental standards
- ❖ Continuously verify processes, activities and workplaces to preventively identify hazards and evaluate risks in order to eliminate or minimize them, avoiding injuries and occupational diseases
- ❖ Plan emergency management by ensuring human and material resources for containing possible consequences

SOCIAL RESPONSIBILITY

- ❖ Be an inclusive and equitable company, welcoming people of all ages, cultures, social backgrounds, and genders, offering equal opportunities for everyone
- ❖ Consider its employees as a strategic resource, guaranteeing the respect of their rights and promoting their professional and personal development
- ❖ Create a safe, welcoming work environment and establish employee well-being programs that support their physical and mental health
- ❖ Proactively evaluate the impact of corporate decisions and consequent actions on communities and the world in general by voluntarily adopting ethical, sustainable and responsible business practices

Motor Power Company undertakes to communicate its CORPORATE POLICY to all employees and to share it externally through conventional communication channels such as bulletin boards, website, and intranet.