



San Martino di Lupari, February 06, 2026

QUALITY, ENVIRONMENT, HEALTH AND SAFETY POLICY

PREMISE

In September 2002, OZ Spa introduced Lean Production in all company areas and at every level.

Since then, more than 200 Kaizen events have been organized with the participation of over 500 improvement teams and the whole "Quality, Environment, Health and Safety Policy" has been based on the improvements achieved through this working method.

OZ Spa considers the quality and sustainability of all company processes as the first factor for the achievement, maintenance and improvement of company competitiveness, which is fundamental for achieving the set objectives.

OZ Spa is also committed to achieving these objectives by improving the safety and health of its employees and considers its success closely linked to the environment and the rational use of natural resources.

Continuous improvement of processes, involvement of human resources, consistency in strategic choices, satisfaction of customers and stakeholders through LEAN activities, commitment to safety and the environment are the cornerstones of OZ Spa's philosophy.

1. Continuous improvement of processes

The company is organized for processes able to generate value, on the product and on the global performance, to be perceived by the customer. It therefore continually seeks solutions and operating methods that allow it to be at the forefront, both as technology and as organization, in all business activities that influence quality, preventing possible non-compliance.

OZ Spa aims to contain costs by promoting the efficiency and effectiveness of each process and obtaining competitive sales prices that allow a profit such as to guarantee the necessary investments for innovation and the achievement of the established objectives of corporate growth.

For every activity, machine, or production plant, whether new or existing, the aspects of health and safety, environment, ethics, and quality are considered essential components.

The design of products, plants and equipment, their maintenance, workplaces, operating and system procedures are carried out considering the health and safety of all the involved parties and respect for the environment

In this process, OZ Spa involves all internal and external structures including suppliers, preferring those that ensure materials and services in line with the objectives of safeguarding the environment, health and safety and the ethical principles of OZ Spa.

2. Involvement of human resources

OZ Spa promotes the knowledge and understanding of all employees, internal and external, of company policies, processes and their responsibilities related to LEAN ORGANIZATION, giving opportunities and creating motivation and involvement.

All workers are trained, informed, and sensitized to perform the tasks assigned to them in terms of occupational safety and health as well as the related risks. Special attention is given to the use of personal protective equipment (PPE), emergency plans (e.g., fire), proper handling of chemicals, and the prevention of accidents and injuries in general. Environmental aspects are also the subject of training.

OZ Spa operates in full compliance with the contractual conditions as well as with current regulation and legislation, with particular attention to the environment and safety in the workplace. Preventive actions and analyzes to protect workers' health and safety are privileged in order to reduce the number of accidents, injuries and occupational diseases, while ensuring increasing ergonomics of workstations.

Every person in the company has the opportunity to influence quality, safety and the environment and must therefore employ their professionalism, experience and daily activities to ensure compliance with the established requirements and keep in mind that everyone's commitment is reflected in direct manner on company results.

3. Consistency in strategic choices

OZ Spa maintains and consolidates the Total Quality System by applying continuous improvement with the development of LEAN and increases its effectiveness. Each of his choices is always consistent with this philosophy.

It aims to seize all the opportunities that the market can offer while operating a detailed analysis of the possible risks to avoid any unforeseen events during its development.

OZ Spa has adopted a Corporate Ethical Code and an organizational model called "Legislative Decree 231," the application of which is ensured by an external supervisory body:

This guarantees that its economic development proceeds alongside the respect for the ethical principles that distinguish it in its relationships with all stakeholders.

The Ethical Code covers the following areas:

- 1) Behavioral norms, general principles: compliance with the law in general, professionalism and quality of services offered, competition and rivalry, transparency and fairness, financial and accounting transparency, conflict of interest, impartiality and non-discrimination, value of human resources and integrity, protection of personal data.
- 2) Behavioral norms in managing employment relationships: recruitment, hiring, management, and evaluation of personnel, health and safety at the workplace, general conduct guidelines for employees.
- 3) Behavioral norms in managing relationships with third parties: shareholders, public administration and other authorities and institutions, political parties, trade unions and associations, media, market participants, private individuals, customers, and suppliers.
- 4) Additional conduct rules in business activities: management of IT systems, confidentiality of information, privacy; tools, trademarks, and protection of intellectual property rights; activities related to handling stolen goods, money laundering, use of illegally obtained money, goods, or benefits, and self-money laundering; transactional activities and protection against organized crime; environmental protection and conservation.

OZ Spa counteracts the production, use, and marketing of counterfeit products.

In its strategic decisions, OZ Spa takes into account the guidelines issued by the competent authorities regarding the control of exported products and the related economic sanctions.

The same attention is also paid to environmental issues with the aim of implementing every possible effort in operational and organizational terms to prevent any form of pollution and to adopt technologies that allow less environmental impacts and waste reduction.

4. Customer and stakeholder satisfaction

OZ Spa identifies the needs and expectations of customers and seeks satisfaction, not only ensuring compliance and suitability of their products to the required requirements, but also and above all improving the level of service before and after sales by placing their needs at the basis of its evolution and technological innovation.

It promotes partnerships with customers to improve the development of new projects.

The continuous development of the quality system and the best possible inclusion of the company in the local context is promoted, while maintaining its vocation to the global market and aiming at the simultaneous satisfaction of shareholders, employees, external collaborators and the community.

All stakeholders are involved in the continuous improvement of their activities in terms of health and safety at work, quality and environment. Continuous activities are developed to prevent any impact on the operation and efficiency of the provided services, the safety of workers or the surrounding environment.

Ever-increasing importance is being given to the analysis of how environmental aspects can influence the context in which OZ operates to ensure the minimum impact on ongoing climate change for the benefit of new generations.

For the implementation of these points, the Management identifies clear, achievable and measurable objectives and undertakes to work continuously to verify the adequacy of the resources, processes, activities and methods of applied improvement as well as the effectiveness of this policy, in order to guarantee the achievement of the objectives and the full implementation of the strategic directives.

5. Commitment to the Environment

OZ Spa considers it essential that the development of its activities goes hand in hand with improvements in health and safety conditions and environmental conditions. This commitment is based on compliance with regulatory and legislative requirements but includes many other aspects.

OZ Spa is concretely committed to environmental protection, particularly through reducing its environmental impact, minimizing pollution of air, water, and soil, and preferentially using sustainable and recyclable resources.

In order to improve its efficiency and environmental performance, OZ Spa is committed to continuously enhancing its Management System, including through the monitoring of its environmental KPIs, used to monitor its processes also from an environmental perspective, and used to define environmental improvement objectives, which concern in particular:

- Reduction of energy and water resource consumption
- Shift to renewable energy sources
- Reduction of waste
- Reduction of emissions, in particular GHG ones
- Responsible management of chemicals

Particular attention is paid to monitoring noise emissions.

Other aspects such as land use, animal welfare, and the biodiversity of the area in which OZ is located are also taken into account.

Decarbonization, carbon footprint, and deforestation are all aspects taken into account in the company's strategic decisions.

Achieving these objectives requires the involvement of all stakeholders, with particular attention to the information and training of Managers, Supervisors, and all Workers on the environmental policy, objectives, strategies for achieving them, and emergency procedures. Particular attention is given to customer requests on environmental issues and the influence that OZ can have on climate change.

Similarly, significant attention is given to involving suppliers of materials and services, who are actively encouraged to participate in OZ Spa's journey towards reducing its environmental impacts.

Chief Executive Officer OZ Spa
Ing. Claudio Bernoni

