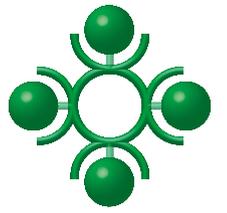


SINERGIA



SINERGIA'S POLICY





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Sinergia aims to be one of the **world's benchmarks in the design and manufacture of machines and plants for the compression and treatment of air and technical gases**, through innovation and a sustainable approach to challenging projects with exceptional performance and complex features.

Sinergia's mission is to realise **high-performance, sustainable, and beautiful plants**, harmoniously inserted in their destination context, ensuring that the air returned to the environment has the same purity as when it was taken, or if possible, a higher quality.

We stand for high quality, high safety standards, environmental protection, responsible use of resources, respect for ethical principles and economy.

We aim to **ensure the highest level of professionalism in every project** we are involved in with teams of young enthusiasts and older experts, for maximum customer satisfaction, creating value for our stakeholders.

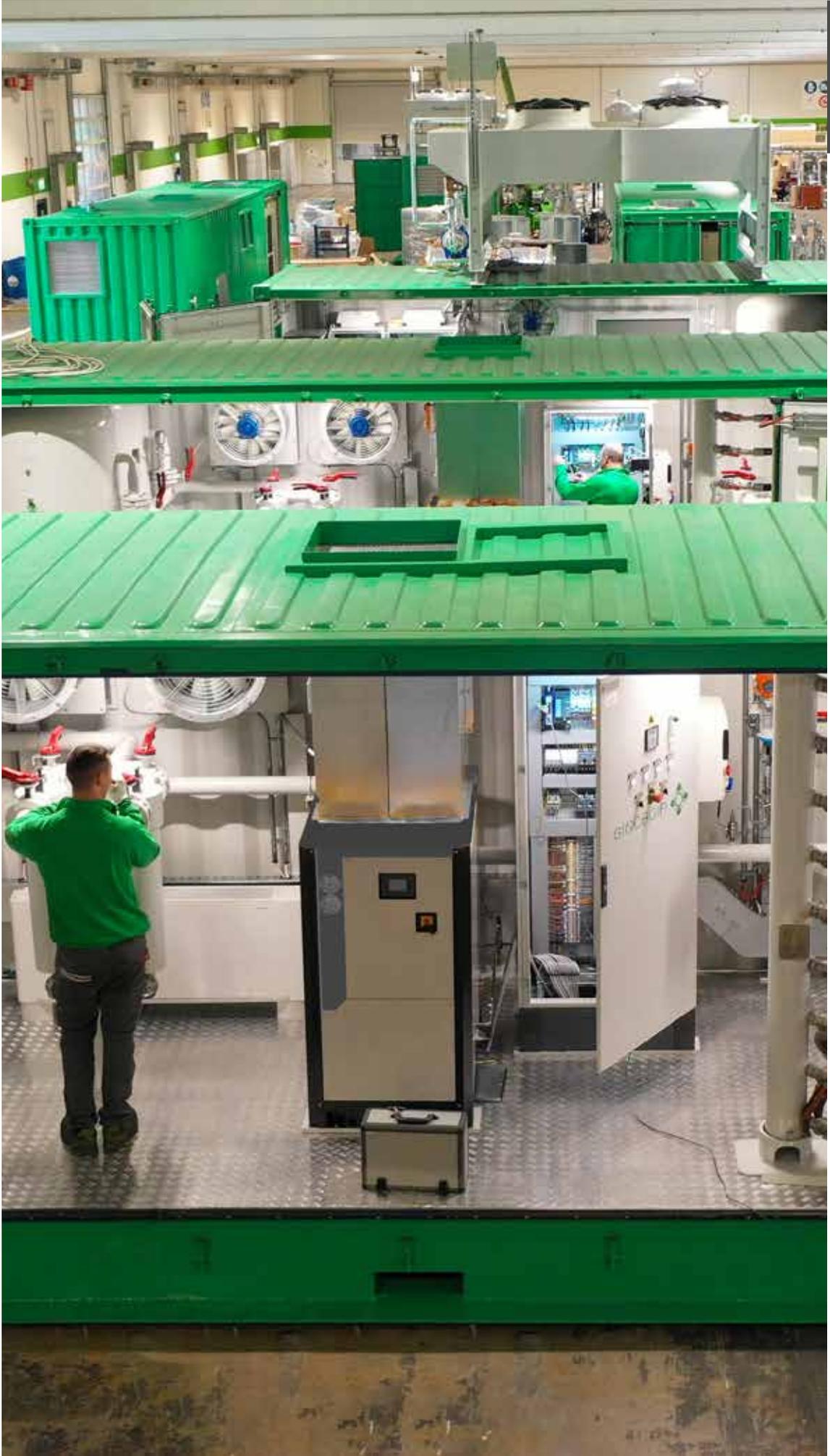
For us, **sustainability** is the **driving force behind a continuous improvement process** that guarantees results over time and the strengthening of our economic performance and reputation.

We assure the commitment and support of all the personnel, the customers, the suppliers and all the stakeholders for a correct, conscious and common sense implementation of the **Integrated System ISO 9001: 2015, ISO 14001:2015, ISO 45001:2018 and SA8000** as we consider it a guiding value for a sustainable development of our doing business.

Albino, 19/12/2023

~ Sinergia's Management

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QUALITY POLICY

As Sinergia we are engaged in implementing our vision to be the **worldwide point of reference of the excellence of compressed air and technical gases production and treatment systems**. Our aim is to make high-performance, sustainable machines that are safe for people and for the environment. We see the **ISO 9001:2015 certified management system** as the basis on which **we build our strategies**, setting goals that continuously improve our organisation's ability to meet the needs of customers and other stakeholders.

01

Sinergia's Management and the whole Company are responsible and committed to continually improve the quality management system. We want to be in compliance with reference regulations and laws, with standards and guidelines (*even if voluntary*), with customer or internal specifications, with good practices, not only controlling but also constantly verifying the effectiveness of the management system. We believe that an efficient organisation, with defined processes, capable of **assessing risks and identifying opportunities** is fundamental **to maintain the highest quality standards**.

02

We are committed to **ensuring** that the quality **requirements of our services and machines** are always met, applying an effective management and control system to the entire production process, from the first contact with the customer to the delivery of our equipment. **We ensure adherence to deadlines and budgets**, improving and adapting our organisation to the characteristics and needs of new frameworks. We prioritise the optimisation of raw material consumption, control of procurement times and effective scheduling of activities, in line with manufacturing necessities and always technologically up to date.

03

We communicate and inform all employees and our suppliers about the need **to comply with national and international standards**, internal and customer specifications, with **the purpose of continuously improving the performance of our machines**. We promote a responsible supply chain and intend to **select our suppliers** because **of economic, social, and environmental criteria** relevant to our organisation. We believe that the professional development of our employees and the use of new, modern technologies are fundamental to the production of ever more efficient, modern, and sustainable machines and plants.



HEALTH and SAFETY POLICY

We firmly believe that everyone can express themselves at their best in a **comfortable, safe, healthy and technologically advanced environment**. We constantly monitor all these aspects, operating in accordance with **ISO 45001** (*Occupational Health and Safety Management Systems*) with the aim of ensuring a **high standard of health and safety in working conditions** to prevent accidents and illnesses.

01

Sinergia's Management and the whole Company are responsible and committed to continually improve the health and safety management system. Everyone participates in applying the principles of prevention and protection and is sensitised to feel personally responsible for their own and their colleagues' safety, health, and well-being. We want to be in compliance with reference regulations and laws, with standards and guidelines (*even if voluntary*), with customer or internal specifications, with good practices, not only controlling but also constantly verifying the effectiveness of the management system. We promote **corrective actions and improvement plans to reduce risks and enhance working conditions** for all the stakeholders in the organisation.

02

We guarantee adequate infrastructure and personnel so that the work can be conducted under the best health and safety conditions. We work to **eliminate hazards and reduce risks in our activities**. We believe that **education, information, and training of workers are an irreplaceable form of prevention**. We ensure the protection of workers by providing adequate and suitable PPE for the various tasks.

03

We communicate and inform all employees and our suppliers about the need **to comply with standards and safety requirements, with the purpose** of continuously **improving the working conditions**.

We promote a responsible supply chain and intend to select our suppliers because of economic, social and environmental criteria relevant to our organisation. We want the consultation and participation initiatives of workers and of their representatives to help the organisation to grow and improve.

04

We maintain and periodically review health and safety performance indicators with the aim of continuously improving working conditions and reducing risks to the personnel, the suppliers, and the communities. **We analyse and research the causes of every accident and near miss** that is reported to us with **the goal of preventing it from happening again**.





ENVIRONMENTAL and CLIMATE POLICY

Through the **ISO 14001:2015 certified system**, we control the **environmental performance of our production facility**. We do our best to reduce the impact of our product on the environment during its entire life cycle, taking care of engineering choices and selecting suppliers also according to sustainability criteria.

01

Sinergia's Management and the whole Company are responsible and committed to continually improve the environmental and climate management system. Everyone is involved and sensitised to feel personally responsible for the impact of work activities on the environment. We want to be in compliance with reference regulations and laws, with standards and guidelines (*even if voluntary*), with customer or internal specifications, with good practices for environmental protection, not only controlling but also constantly verifying the effectiveness of the procedures and instructions. We promote corrective actions and improvement plans to reduce risks and enhance working conditions for all the stakeholders in the organisation.

02

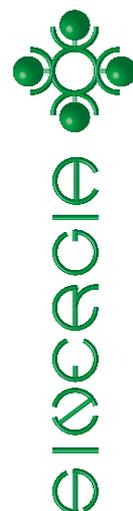
We communicate and inform all employees and suppliers of the **need to comply with applicable environmental regulations and requirements**, sharing our commitment to reducing the environmental impact of our activities. We promote a responsible supply chain and intend to select our suppliers because of economic, social, and environmental criteria relevant to our organisation. We foster the growth of a responsible culture by promoting information, training, and updating on environmental issues.

03

We believe in the efficient use of resources and in the reduction of greenhouse gas emissions. We manufacture our products using renewable energy. We aim to make production processes increasingly efficient. We offer the best technologies for energy efficiency, to reduce resource consumption and emissions and to ensure a long service life for our machines. **We monitor and communicate impacts, both positive and negative, on the environment.** We measure our environmental footprint and the life cycle of our machines.

04

We prioritise the use of resources that are more sustainable by nature than others, we want to reduce their consumption **by favouring the purchase of reusable and recyclable materials.** We work to limit the use of paper by encouraging the digitalisation process. We have decreased the use of plastic. We work to increase the reuse and recycling of secondary raw materials through effective waste collection management.



ETHICAL and SOCIAL POLICY

On the strength of its history, which has always characterised Sinergia for its **sensitivity and attention to people**, the organisation now intends to further affirm its commitment to the implementation of social responsibility initiatives over time, by adopting a management system based on the **SA8000** standard, a voluntary standard that is based on the **Universal Declaration of Human Rights**, the ILO (*International Labour Organisation*) Conventions, International Human Rights Standards and National Labour Laws.

Management is therefore committed to operating in line with the above principles, through transparent methods and systems, aimed at surveying and encountering the expectations of the main stakeholders: consumers, customers, suppliers and, first, employees.

To guarantee the implementation, monitoring, and enforcement of the SA8000 system, **we want to ensure compliance with the eight points of the standard.**

- Do not use or support in any way any form or type of **child labour**;
- Do not use or support in any way any form or type of **forced or compulsory labour**;
- Ensure a **safe and healthy workplace** in accordance with national regulations and the ISO 45001:2018 standard;
- Respect of personnel's right to collective bargaining and to exercise **freedom of association**;
- **Do not apply or support any form of discrimination**;
- **Treat all personnel with dignity and respect**;
- Comply with laws, industry standards and other existing agreements on **working hours**, rest and holidays;
- Respect of personnel's right to a **living wage**.

Through the **implementation of the management system for social and ethical responsibility**:

01

We have established a **policy to ensure a commitment** to continuously **improve the social and ethical performances** of the organisation. We are actively pursuing efforts to identify opportunities and assess risks, to take the necessary actions to mitigate them, and to set measurable and quantifiable targets.

02

We provide **training to new employees** and **periodic training** to existing staff, monitoring activities and results. We are committed to ensuring that the principles of the standard are progressively understood throughout the supply chain, to promote its dissemination and to monitor compliance by suppliers and subcontractors, and to encourage business partners to take a proactive role and align with these requirements.

03

We manage ethical reports by ensuring that no discrimination or disciplinary action is taken against whistleblowers, whoever they may be. **We ensure the accessibility and availability of Social Accountability Management System** documentation and information to interested parties who are willing to view it.

04

We have created a group (*Social Performance Team*) that periodically **reviews and monitors SA8000 performances** and is committed to enforcing social responsibility requirements on stakeholders, proposing actions to management to address non-conformities and continuously improve the organisation's performance.

At Sinergia, integrity is a core value and the basis for professional and personal growth.

The organisation recognises the importance of reporting misconduct that does not comply with SA8000 principles and provides the following channels:

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