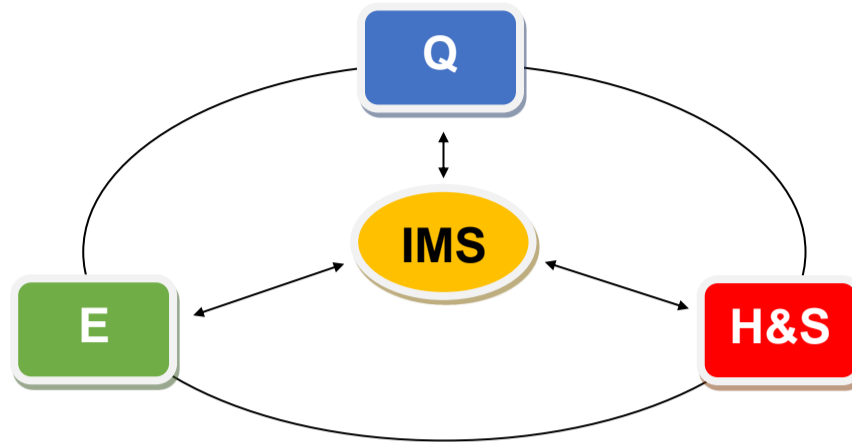


INTEGRATED POLICY FOR QUALITY, ENVIRONMENT, HEALTH AND SAFETY OF MIDAC S.p.A.



Q

Our commitment to Quality:

- ❖ Provide our customers with reliable products of the highest quality, capable of meeting the required requirements and applicable regulatory standards, with the level of service and continuity of supplies expected
- ❖ Continuously improve our products, processes and activities while keeping up with the technological evolution of the batteries
- ❖ Involve suppliers in product development to ensure the quality and reliability of supplies
- ❖ Manage and systematically maintain infrastructures and equipment in an efficient condition to avoid production problems and service downtime, minimizing the risk of failure
- ❖ Operate in full compliance with applicable laws and all national, local and voluntary compliance obligations.

E

Our commitment to the Environment:

- ❖ Continuously improve the environmental performance of our products, processes and activities by adopting the best available technologies for environmental protection
- ❖ Protect the environment by preventing and minimizing the environmental impact of our products, manufacturing and logistics processes from a product lifecycle perspective, energy efficiency, environmental sustainability, pollution prevention, mitigation of the effects of climate change
- ❖ Operate in full compliance with applicable laws and all national, local and voluntary compliance obligations.

H&S

Our commitment to occupational Health and Safety:

- ❖ Continually improve our health and safety performance in the workplace by adopting the best available technologies and practices
- ❖ Provide our employees with a healthy, safe and attractive work environment, respectful of the dignity and rights of everyone, by effectively preventing accidents, injuries and occupational diseases, eliminating dangers and reducing risks to health and safety at work
- ❖ Consult employees and their representatives, encouraging their active participation
- ❖ Operate in full compliance with applicable laws and all national, local and voluntary compliance obligations.

IMS

We believe that the integration of processes related to Quality, Environment, occupational Health and Safety is an added value. We therefore commit ourselves to:

- ❖ Activate, maintain and continuously improve a Management System compliant with the ISO 9001, ISO 14001, ISO 45001 standards, integrated into the company's business processes
- ❖ Ensure the availability of resources necessary for the operation of the Integrated Management System and for the implementation of this Integrated Policy
- ❖ Determine the internal and external factors that are relevant to our goals and strategic directions and able to influence our ability to achieve the expected results, evaluating risks and opportunities and defining the related improvement actions
- ❖ Monitor constantly the degree of satisfaction of our customers to improve the perceived quality
- ❖ Monitor on a regular basis the Integrated Management System through internal Audits, to assess its compliance and effectiveness and improve its performance
- ❖ Promote competence, awareness and participation of the staff at all levels, involving and appropriately delegating responsibilities for the management of activities related to quality, environment, health and safety.

This Integrated Policy is the reference framework for setting the objectives for quality, environment and health and safety: they are defined, communicated to all personnel, monitored and evaluated each year as part of the Integrated Management System review. The Management of MIDAC S.p.A. ensures that this Integrated Policy is communicated, understood and applied at all company levels and is made available to interested parties.


Filippo Girardi
President of MIDAC S.p.A.