



**MARSILLI S.p.A.**  
Via Per Ripalta Arpina, 14  
26012 Castelleone (CR)  
ITALY

Tel +39 0374 3551  
Fax + 39 0374 355304  
e-mail: info@marsilli.com  
www.marsilli.com

Cap. Soc. i.v. € 24.000.000,00  
R.E.A. N. CR-0169723  
N. 01417050190  
C.C.I.A.A. di Cremona  
Ischr. Reg. Impr./C.F./P. I.V.A. IT01417050190

## ENVIRONMENT AND INDUSTRIAL HEALTH AND SAFETY POLICY

MARSILLI S.p.A. believes that human resources are crucial in the execution of work activities and consequently Marsilli plays an active role in ensuring and maintaining an environmentally friendly, healthy and safe work environment.

MARSILLI S.p.A believes that the environment is a common heritage to respect, protect and pass on to present and future generations.

MARSILLI S.p.A. feels that ensuring respect for the Environment and Health and Safety for employees is the right way to work and operate and is an integral part of the Company Mission as declared in our Quality Policy.

MARSILLI S.p.A is fully aware that safeguard of the environment, safety in the workplace and prevention of occupational diseases is an important strategic investment to safeguard employees, and for its own success and their Client's.

MARSILLI S.p.A furthermore recognizes that by limiting the environmental impact of its activities leads to considerable sales and economic advantages, while at the same time meeting the environmental expectations as regards to improvement in relation to the territorial environment the Company works in.

MARSILLI S.p.A undertakes to pursue a policy of ongoing improvement of its environmental and safety performance in the workplace, minimizing any negative impact on its activity where possible and economically viable and adopt technology and processes which enhance performance in relation to environment, health and occupational safety.

MARSILLI S.p.A. is committed to the pursuit of a corporate balance between the environment, society and the economy in order to favour the progress of environmental sustainability.

Accordingly, MARSILLI S.p.A. defines its Environmental and Safety Policy based on the following objectives and commitments:

- 1) The Management undertakes to provide safe and healthy working conditions, to respect compulsory requisites in the Environmental and Safety fields in the workplace and to promote a company culture based on safety, ergonomics and occupational accident prevention and respect of the environment.
- 2) The Management undertakes to develop, make operational and maintain a system of Environment Management, documented and in compliance to the norm ISO 14001:2015, to single out our own aspects and significant environmental impact, in order to guarantee compliance to the results in relation to the compulsory environment requisites, as well as other possible commitments that have been undertaken.
- 3) The Management is committed to developing, implementing and maintaining an Occupational Safety and Health Management System in the workplace, documented and in compliance to ISO 45001:2018, to eliminate the dangers and reduce the risks, ensure compliance of the results with respect to the statutory and regulatory requirements and to implement all procedures required to prevent occupational injuries and diseases in the workplace. In the event that occupational injuries and/or



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incidents should happen, manage them, defining the analysis of the causes and the subsequent processing activity.

**4) The Management undertakes to:**

- Put into effect every effort in terms of organization, operations and technology to prevent water, air and soil pollution and ongoing enhancement in terms of performance related to health and occupational safety.
- Minimize, for the purpose of energy efficiency, the consumption of power and water and creation of waste, favouring recycling where possible.
- Favour the use of renewable energy over the traditional sources of supply.
- Define the objectives and goals to integrate with the operational management of the departments and with corporate development programs, preventing or mitigating the negative impacts and improving the positive, with particular attention to those impacts having strategic and competitive implications.
- Consult the workers' safety representatives, in order to promote worker participation to instil responsibility in dealing with Environment and Safety in accordance to their competences.
- Favour, if economically sustainable, materials and substances with a lower environmental impact not only related to its own production cycle, but also in designing products.
- Assess in advance the implications on employee health and safety in relation to new processes, material and tooling.
- Select and distribute to workers the most suitable personal protective equipment to contrast company risks, highlighted in the assessment carried out.
- Adopt and maintain all prevention measures taken to contrast existing risks and, in particular, preparation of exercises for emergency management.
- Submit to regular maintenance equipment and fire protection devices required by current legislation.
- Operate in full compliance with the directives and regulations in force in the field of machine safety in the construction of machines of its own design and in the purchase of machines to be integrated into the production activity.
- Re-examine at established regular intervals by means of data analysis and information, the suitability and efficiency of the Environmental & Safety Management System, in order to ensure ongoing improvement of performance.
- Implement this Policy, in compliance with the inspiring principles of the Marsilli Group Policy for the Environmental Protection and Biodiversity and the Marsilli Group Policy for Labour, Safety and Human Rights.
- Implement the above points in accordance to ethical principles aimed at guiding the performance of its activities in compliance with what is stated in its Code of Ethics and Organization and Control Management Procedure.

**5) The Management in addition assures that:**

- The Environmental Policy described herein and the related Management System are included, implemented, understood, carried out and maintained at all levels of the organisation and that the systems be supported by regular systematic training;
- The present Document shall be available to the public and constitutes a reference framework for the definition of the objectives.

**6) The Management finally underlines that:**



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- Each Manager is called upon to enforce execution of compulsory tasks and company procedures in force related to environment and safety in the workplace, involving all employees through training activities.
- All employees must undertake to respect compulsory tasks and the procedures related to environment and safety in the workplace with teamwork collaboration with colleagues and the Company in order to safeguard their own health and that of others.

Castelleone, 2025/02/05

Managing Director  
Gian Battista Parati