



GROUP POLICY

ENVIRONMENTAL HEALTH & SAFETY POLICY

GPOL-13

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1 INTRODUCTION

UFI Filters Group¹ considers the protection of occupational health and safety, the well-being of individuals, and the preservation of the environment and biodiversity as fundamental and strategic values for the sustainable growth of its activities, across all Group sites and companies. These principles are an integral part of the corporate culture and guide every decision and production process, aiming to promote safe working conditions that respect people and the surrounding environment.

This policy (hereinafter also the “Policy”) is addressed to all the UFI Filters Group directors, officers, managers, employees, workers and of all other individuals who act on behalf of UFI Filters Group companies.

2 PURPOSE

The purpose of this Policy is to promote the protection of occupational health and safety, individual well-being, and the preservation of the environment and biodiversity as fundamental and strategic values for the sustainable growth of the Group’s activities.

3 PRINCIPLES AND COMMITMENTS

- **Regulatory Compliance:** We are committed to comply with all applicable international, national, and local laws, regulations, and standards related to environment, health, and safety, as well as certifications adopted at Group level, such as ISO 14001 and ISO 45001.
- **Clear and Measurable Objectives:** We pursue the goal of “zero accidents” and the continuous reduction of environmental impacts, setting group-wide targets and performance indicators, which are included in the UFI Filters Group Sustainability Report.
- **Prevention and Protection:** We implement systems for identifying, assessing, and managing risks, promoting prevention and protection in the following areas:
 - **Environment:** We ensure the ongoing identification, assessment, prevention, and mitigation of environmental risks, maintaining constant control over water discharges, energy consumption, atmospheric emissions, and waste produced, with the aim of minimizing pollutants released into the environment and protecting biodiversity.
 - **Health:** We are committed to protecting workers’ health through the assessment and management of risks specific to each activity, adopting preventive measures and health surveillance to reduce exposure to harmful factors and promote psycho-physical well-being.
 - **Safety:** We promote a safe working environment through the timely identification and removal of potential causes of accidents, structured emergency management, and the adoption of operational procedures aimed at preventing injuries and harm to people.

¹ In this document UFI Filters Group shall mean any and all of the UFI Filters Group’s legal entities, directly or indirectly controlled by UFI Filters S.p.A.



- **Training and Culture:** We invest in continuous training and awareness for all personnel, fostering a corporate culture focused on safety, environmental respect, and responsible innovation.
- **Participation and Dialogue:** In compliance with local regulations and the specific contexts of the countries in which we operate, we encourage worker participation and, where applicable, their representatives, promoting dialogue and consultation to improve working and environmental conditions.
- **Emergency Management:** We develop and implement emergency management plans to prevent and mitigate harm to people and the environment.
- **Sustainability and Innovation:** We promote responsible innovation and continuous improvement of our products and processes, aiming to progressively reduce the environmental impact of our activities. We are committed to integrating sustainability criteria into the design and development of solutions, prioritizing resource efficiency, emission reduction, and responsible material management, in line with customer needs and regulatory and technological developments.
- **Biodiversity:** We are committed to ensuring measures to minimize any negative impacts that our plants and activities may generate on the environment and biodiversity.
- **Continuous Improvement:** We constantly monitor performance, promoting the continuous improvement of governance systems, management, and operational practices.
- **Shared Responsibility:** All employees, at every level and function, are responsible for implementing this policy and achieving common objectives.
- **Group Certifications:** We promote the adoption and maintenance of certified management systems (ISO 45001, ISO 14001) at group sites. Where not present, we encourage harmonization and the sharing of best practices in accordance with these management systems.
- **Transparency and Accountability:** We communicate results, actions, and progress transparently, making policies and related documents available to all stakeholders through annual sustainability reporting.
- **Suppliers:** We require our suppliers to adopt a responsible approach to health, safety, environment, and biodiversity protection, in compliance with laws, international standards, and our Supplier Code of Conduct. Acting sustainably means considering environmental, economic, and social aspects throughout the entire supply chain and integrating them into our decision-making processes.

4 GOVERNANCE

UFI Filters Group's Top Management, supported by HSE functions and with the involvement of relevant business functions, ensures the full implementation of this Policy and the engagement of all employees and collaborators.



5 WHISTLEBLOWING AND CONSEQUENCES

UFI Filters Group encourages the reporting of non-compliant behavior, ensuring confidentiality and protection against retaliation for those who, in good faith, report violations or suspected violations. Reports can be submitted using the designated reporting system managed by the Whistleblowing Committee, which is made available to all stakeholders on the company website in accordance with the procedure outlined in the Group's Whistleblowing Policy.

6 SANCTIONS

Any behavior that does not conform to the provisions of this Policy entails the application of disciplinary sanctions pursuant to existing legislation and/or collective agreements and/or by specific contract.

Appropriate sanctions shall be adopted by the direct supervisors, after hearing the opinion of the competent People & Culture Department.

The sanction shall be consistent with existing laws and relevant national labor contracts and shall be proportionate to the particular violation of this Policy.

7 RELATED DOCUMENTS

- Code of Ethics
- Group Quality Policy
- Supplier Code of Conduct
- Material Compliance Policy
- Whistleblowing Policy