

QUALITY, ENVIRONMENT, SAFETY AND SUSTAINABILITY POLICY

Description of the activity: **SOGO S.p.a.** with registered office and production plant in the industrial area of the municipality of Frosinone in via Armando Vona 16, produces rubber compounds and technical items.

Business sector: Design, development, production and marketing of rubber compounds and items and similar for the automotive sector, for railway and tram superstructure, for the industrial sector.

Quality, Environment, Safety and Sustainability Policy: is the founding element of the corporate strategy of **SOGO S.p.a.** and is pursued, in parallel, with the economic objectives by the General Management and the entire management.

The purpose of this policy is the satisfaction of the Customer's needs, both in the meaning of the term "internal" and in terms of marketing a technologically, qualitatively and economically competitive product as well as sustainable from an environmental point of view.



SOGO S.p.a. is committed to managing its activities, products and services with focus on continuous improvement and prevention with particular regard to what concerns the quality, environment, health and safety of its processes and its staff.

SOGO S.p.a. is committed to promote every constitutive element of the global sustainability approach in reference to the global agenda of:



SOGO S.p.a is aware of the fact that better Quality and Sustainability Management can be achieved only through prevention and control and aims to promote, develop and support the following activities in order to achieve the objectives set:

The objective of **SOGO S.p.a.** is to achieve fair profit and lasting success through:

- ✓ Continuous improvement of the quality and reliability of its products and services
- ✓ Customer satisfaction
- ✓ Compliance with the regulations concerning safety, environment and sustainability
- ✓ Periodic donation to global welfare organizations (FAO, SAVE THE CHILDREN..) for the support of children in disadvantaged areas in the world
- ✓ Continuous improvement of health and safety performance in the workplace
- ✓ Continuous training of all company levels and skills assessment
- ✓ Implementation of codes of conduct for staff hiring policies
- ✓ Internal procedures for the management of drinking water and natural water used for human consumption and the production cycle
- ✓ Optimization of energy consumption and use of renewable sources
- ✓ Planning and continuous monitoring of company growth and investment plans, from plant renewal to the total renovation of production environments
- ✓ Digitization of production data and optimization of monitoring through industrial computerization projects (MES)
- ✓ Employment policy aiming at the inclusion of disadvantaged people from a physical, social, ethnic etc. point of view
- ✓ Pursuit of global and integrated authorizations based on environmental impact aspects within the industrial perimeter where SOGO produces (AUA)
- ✓ Constant monitoring of energy, water, soil and air consumption and responsible recycling of special and urban waste with



sharing of responsible behavior disseminated at all company levels

- ✓ Assessments of the carbon footprint inherent to the product line placed on the market
- ✓ Compliance with the requirements set out in the MSDS of each chemical substance supplied
- ✓ Adoption of behavioral codes aimed at respecting laws and social values (Whistle Blowing)
- ✓ Subscription to global rating platforms such as Open-Es / EcoVadis



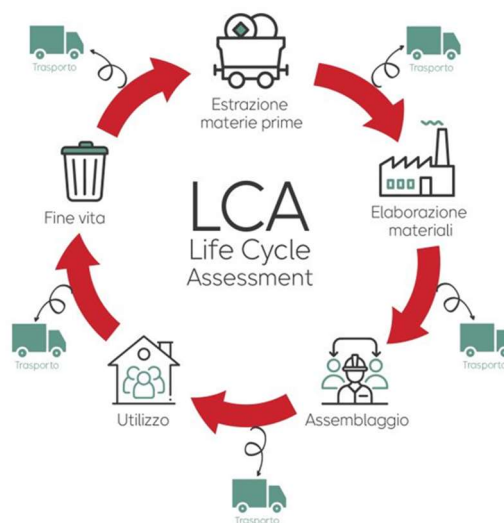
In order to achieve this objective, the management of **SOGO S.p.a.** aims to:



- the decrease of product non-conformities and customer complaints;
- the inclusion of the whole company staff, in order to encourage the maximum expression of ideas and proposals in every area of work;
- the development of professional competence at every level;
- to increase the operational efficiency of processes to make them faster and more economical;
- to the specialization of activities and products to

obtain a well-defined positioning in the European market;

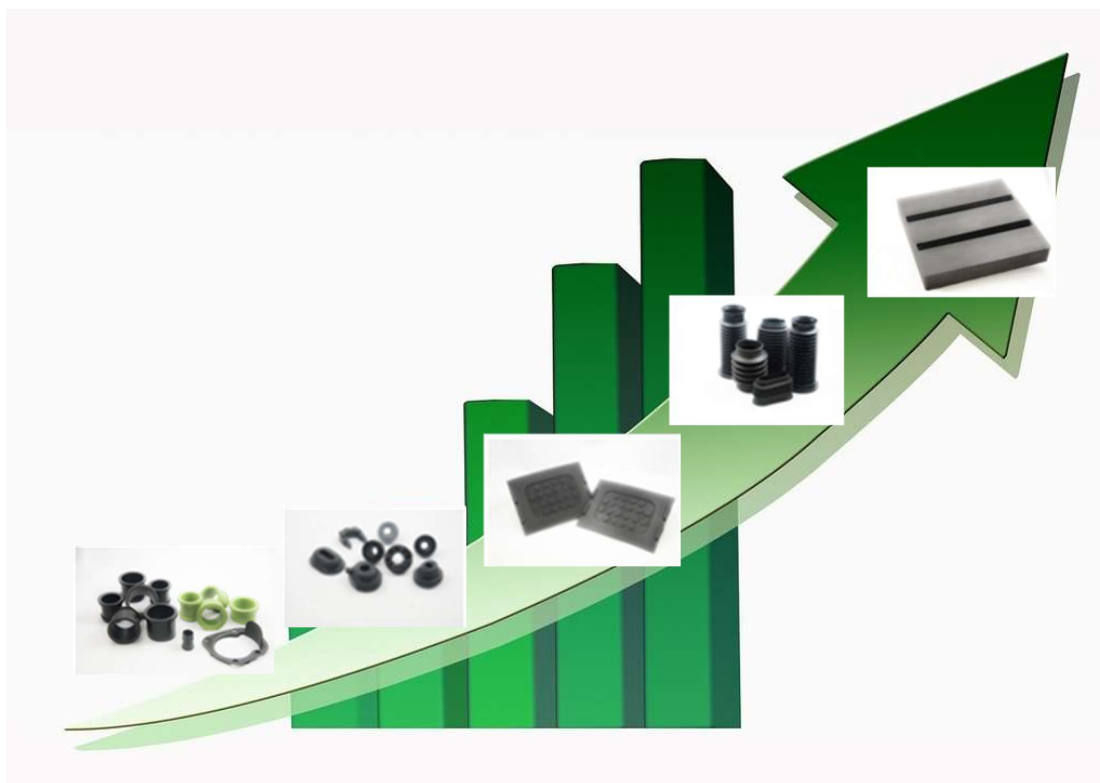
- **compliance with applicable laws and regulations for the product, service, health, safety, environment and sustainability**
- **Consider as a priority the commitment to pollution prevention and reduction of safety and health risks for workers**
- **Research, develop, align and adopt methods, work processes and production systems that respect the environment, safety and sustainability**
- **Raise awareness on internal and external behavior with the aim of increasing the division of waste and increasing the percentage of recovered/recycled waste.**
- **Keep production scraps under control, minimizing their generation right from the design stage (LCA)**



- **Promote the reduction of energy consumption and implementation of renewable energy**
- **Commit to reducing air and water pollution**
- **Commit to the construction and management of systems that minimize environmental impacts**

The guidelines for the achievement of the objective are the following:

- To establish and maintain an active company management system for Quality compliant with the UNI **EN ISO 9001:15**, technical specification **IATF 16949:2016** and for the Environment compliant with **UNI EN ISO 14001:15**
- To implement a monitoring system of the main environmental indicators based on UNI EN 50001, ISO 14064, ISO 14067
- To involve suppliers and contractors in the process of continuous improvement of products, services and **their environmental performance**;
- **To raise customer awareness of the correct use and end-of-life of products and their packaging**;
- To define specific projects in the various company areas, aimed at implementing the policy for continuous improvement;
- To review periodically the objectives and progress of the projects in order to evaluate their adequacy and effectiveness.



The company management undertakes to:

- take an active role in promoting and guiding all activities having an influence on the improvement of Quality, Environment, Safety and Sustainability;

- support the use of the most appropriate technologies for the development of organization and production;
- improve the definition of tasks and responsibilities within the company organisation;
- promote effective staff education and training policies.

The Management and the whole staff of **SOGO S.p.a.** are responsible, for their areas of competence, for achieving the pre-established objectives and planned goals.

This Company Policy, taking into account any changes that may occur in the social, regulatory and technical context of reference, will be reviewed at least annually in order to ensure that it remains relevant and appropriate to the organization.

The Company Policy is made available to all interested parties who interact with the company on the website www.sogo.it; it is communicated, in particular, to all staff so that they can always be fully aware of everyone's duties.

June 24, 2024

General Manager



SOGO
RUBBER TECHNICAL PRODUCTS
AMMINISTRATORE UNICO
LUCA MELGRATI