

INTEGRATED MANAGEMENT SYSTEM POLICY

Preamble to the Quality, Safety, Energy and Environmental Policy of Hennecke-OMS

The aim of Hennecke-OMS S.p.A. is to provide high-quality products and services that meet the needs and requirements of our customers, according to stipulated agreements, in order to satisfy expectations and remain competitive against our top competitors.

Hennecke-OMS S.p.A. is committed to applying and maintaining a system to manage certifications, including UNI EN ISO 9001:2015 for quality, ISO 45001:2018 for health and safety, in accordance with the ORGANIZATIONAL AND MANAGEMENT MODEL art. 25 septies Legislative Decree 231/01, and UNI EN ISO 14001:2015 for environmental management.

1. QUALITY MANAGEMENT SYSTEM

Continuous improvement of product quality and reliability, as well as process and service optimization, depends on the commitment of all employees. They must show dedication in pursuing common corporate objectives.

It is equally important that employees proactively contribute to steadily improving quality, striving for genuine internal "customer satisfaction." We must remember that we are both customers and suppliers to our colleagues. Maximum efficiency is achieved through communication and collaboration among managers, colleagues, and departments. Quality can only be achieved if we first apply it internally.

Continuous quality improvement is most effective when problems are prevented rather than solved afterward. Personal commitment to quality improvement is essential for the successful implementation of management systems. Management must demonstrate a strong commitment to continuous improvement within their areas of responsibility. This includes anticipating solutions, sharing experiences and knowledge, and avoiding the waste of resources and additional costs, with the goal of enhancing the company's competitiveness and profitability.

In light of changing markets conditions and increasing demand for advanced technology, management has developed the following strategies:

1. Quality

Customer satisfaction: We do everything we can to not only meet our customers' expectations, but to surpass them. We do this by delivering first-class products and services that meet the highest quality standards.

Continuous improvement: We strive to continuously improve our processes, products and services. We promote a culture of excellence and innovation through regular training and employee integration.

Error proofing: By implementing preventative measures and maintaining a robust quality management system, we reduce the likelihood of errors and ensure the reliability of our products.

2. Operational Improvements

Spare Parts Business: Enhance the spare parts business by providing timely responses to customer inquiries, ensuring quick and effective feedback.

Supplier Communication: Improve communication with suppliers by updating key documentation (e.g., drawings, specifications) to drive higher product and service quality.

Planning and Control: Optimize the planning and control of order development processes through systematic 'ex-ante' analysis and 'ex-post' verification to ensure effective project execution.

Key Performance Indicators (KPIs): Regularly monitor and disseminate KPIs to ensure transparency and alignment across all teams and departments.

2. HEALTH AND SAFETY MANAGEMENT SYSTEM

Health and safety must be an integral part of every Hennecke-OMS employee's approach to work, ensuring the safest possible working conditions across all roles.

The Health and Safety Management System is continuously monitored by the following functions:

- » Internal ASPP
- » External RSPP
- » External ODV

Management acknowledges that protecting the health and safety of all individuals, both inside and outside the company, is a top priority. To this end, the organization is committed to:

- » Operating in full compliance with applicable laws and regulations within the scope of its activities.
- » Implementing, maintaining, and continuously improving a work safety and hygiene management system. The system's key strengths are reflected in the following actions:
 - a. Clear identification of roles, responsibilities and authorities concerning occupational safety and health, serving as a reference for the entire organization.
 - b. Comprehensive training and information sharing for personnel involved in various activities.
 - c. Use of compliant technologies, methods and tools, with technically and economically feasible interventions.
 - d. Promoting a clean and organized workplace through ongoing employee awareness initiatives.

This commitment to health and safety can only be achieved through the conscious and dedicated participation of everyone. Our goal is to prevent accidents and occupational illnesses while continuously improving the management of workplace safety and hygiene. The entire management team fully supports these safety initiatives.

3. ENVIRONMENTAL MANAGEMENT SYSTEM

At Hennecke-OMS, we are committed to protecting the environment and embedding sustainability in everything we do. By adopting responsible business practices, we aim to reduce our environmental impact and contribute to a healthier planet.

Sustainability: We strive to minimize our environmental footprint through sustainable resource management and waste reduction. Our goal is to make a positive impact on the environment by using energy and materials responsibly across all areas of our operations.

Eco-Friendly Products: We are dedicated to developing and producing products that meet the highest environmental standards, helping our customers achieve their sustainability objectives. By incorporating innovative solutions, we ensure that our products align with global environmental goals.

Compliance with Environmental Laws: We strictly adhere to all relevant environmental regulations and actively work to meet and exceed future standards. Legal compliance is not just a requirement, but a fundamental principle of our environmental strategy.

Commitment to Continuous Improvement: We set clear, measurable goals within our Environmental Management System, ensuring continuous improvement in our environmental performance. By regularly monitoring our impact and implementing improvements, we aim to achieve lasting environmental progress.

Proactive Measures and Responsibilities: We assign specific environmental responsibilities at every level of our organization, ensuring full compliance with both legal requirements and internal environmental goals. Every employee plays a role in driving our sustainability initiatives.

Technology and Innovation: We leverage the latest technologies and methods to improve our environmental performance. This includes reducing resource consumption, exploring alternative energy sources, and minimizing waste through efficient production processes.

Integrated Approach: Our commitment to sustainability extends to our overall business strategy. Environmental, social, and economic sustainability are key pillars in our decision-making process, ensuring that growth and innovation go hand-in-hand with environmental protection.

4. ENERGY MANAGEMENT

Energy Efficiency: We are dedicated to reducing energy consumption and increasing efficiency in all areas of our business. By using state-of-the-art technologies and optimizing production processes, we continually improve our energy performance.

Renewable Energy: We are committed to integrating renewable energy into our operations. By constantly seeking new opportunities to expand the use of renewable energy sources, we aim to further reduce our carbon footprint.

Employee Awareness and Engagement: Our employees play a crucial role in achieving our energy goals. Through regular training, we ensure that all team members understand the importance of energy conservation and adopt energy-conscious behaviors in their daily work.

5. CONCLUSION

Commitment to respecting and caring for the environment in which we operate is a fundamental component of our work. These guiding principles are an integral part of our corporate philosophy and shape our approach to compliance, competitiveness, and innovation. They reflect our dedication to making a positive contribution to society and the environment as a responsible partner and company. By prioritizing these values, we ensure the long-term satisfaction of our customers, the efficiency of our processes, and the protection of our planet.

Verano Brianza, June 7, 2024