UNIESSE NOVACHEM, with consolidated experience in the fields of study, design, and consultancy for industrial automation, control and optimization of production processes, development of software applications for the process industry, engineering (hardware and software) of automation and control systems, and implementation of automation and control systems (mechanical and electro-instrumental integration, manufacturing, installation and wiring), acknowledges the strategic importance of its Integrated Management System (IMS), in compliance with the requirements of UNI EN ISO 9001, UNI EN ISO 45001, UNI EN ISO 14001 and UNI CEI EN ISO/IEC 27001 standards, in their latest revisions.

The Top Management considers Quality, Health and Safety, Environmental Protection and Information Security as fundamental prerequisites for market competitiveness and success and is committed to consistently providing products and services in accordance with the principles of full customer satisfaction and continuous improvement of its performance in terms of management and operational efficiency in all relevant areas.

FUNDAMENTAL PRINCIPLES AND COMMITMENTS OF TOP MANAGEMENT

The Top Management of UNIESSE NOVACHEM is committed to:

1. Cross and Improvement Commitments

- Compliance and Regulatory Requirements: Ensure compliance with applicable laws, regulations, statutory and other requirements across all areas (Quality, Occupational Health and Safety, Environment and Information Security) and implement continuous monitoring through specific legal compliance assessments (due diligence).
- Continuous Improvement: Establish continuous improvement of products, services, production processes and related performance as a strategic objective, operating in accordance with management system principles to enhance the effectiveness and efficiency of the Integrated Management System (IMS) and to monitor the achievement of defined objectives.
- Risk and Opportunity Management: Promote a process-based approach and proactively assess and manage risks and opportunities.
- Resources: Provide the resources necessary for the implementation, maintenance, effectiveness, efficiency, and continual improvement of the Integrated Management System.

2. Primary Commitments for Quality (ISO 9001)

The IMS is oriented towards ensuring full customer satisfaction and focuses on:

- Customer Focus: Careful and accurate interpretation of requirements, fulfillment of needs and delivery expectations, and evaluation of customer satisfaction.
- Design: Continuous alignment of company capabilities with market needs and trends, mitigation of potential deficiencies and other undesirable factors, and compliance with planned timelines.
- Suppliers: Effective and rigorous selection and evaluation processes.
- Production Process: Monitoring and improvement of productivity to ensure the competitiveness of the Company's products and services.

3. Primary Commitments for Occupational Health and Safety (ISO 45001)

The Company conducts all its activities with a commitment to protecting the health and safety of workers and undertakes to:

- Prevention: Provide safe and healthy working conditions and adopt all necessary measures to eliminate hazards, reduce risks and prevent injuries and occupational diseases.
- Emergencies: Implement the necessary processes to prepare for and respond to potential emergency situations.

- Participation and Consultation: Promote the consultation and participation of workers and workers' representatives, while communicating and fostering occupational health and safety in the workplace.
- Third Parties: Encourage third-party contractors operating with UNIESSE NOVACHEM to share and adhere to the same occupational health and safety principles.

4. Primary Commitments for the Environment (ISO 14001)

UNIESSE NOVACHEM recognizes that attention to environmental and sustainability issues is an additional corporate objective. To this end, the Company is committed to:

- Pollution Prevention: Actively commit to preventing pollution arising from its activities.
- Environmental Management: Adopt processes and technologies aimed at responsible management of significant environmental aspects (e.g., optimization of energy consumption, proper waste management).
- Sustainability: Promote practices that contribute to the sustainability of the products and services provided, reducing or eliminating factors that negatively affect company performance, including from an environmental, social, and governance (ESG) perspective.

5. Primary Commitments for Information Security (ISO 27001)

The IMS is oriented towards guaranteeing Information Security in compliance with the principles of Integrity, Availability and Confidentiality and in compliance with the "Transversal and Improvement Commitments" mentioned above in the phases of:

- Acquisition of customer needs and expectations
- Design and development and delivery of products and services
- Supply chain management

In particular, the Organization undertakes to ensure the availability, integrity and confidentiality of information.

DISTRIBUTION AND RESPONSIBILITY

- Personnel: The growth and professional competence and awareness of personnel are considered a key corporate asset. Top Management promotes the enhancement of human resources through continuous training, awareness-raising, supervision and monitoring. Each worker is expected to contribute and work taking care of their own Health and Safety, that of their colleagues and the working environment, without neglecting the positive impact of their actions on Environmental Protection and Information Security.
- Objectives Definition: Short- and medium-term objectives are defined annually by Top Management through (Integrated) Improvement Programs, on a concrete and measurable basis to assess their results. Where appropriate, Top Management promotes the participation and consultation of workers also in the decision-making phase of such objectives, as a motivational driver.
- Communication: This Policy is communicated internally, understood, implemented and supported by all persons working for or on behalf of the Organization, and is made available to the public.
- Responsibilities: Top Management is responsible for ensuring and supporting the implementation of this Policy. The IMS Manager has the authority to oversee the implementation, integration, application and systematic updating of the Integrated Management System, with the support and collaboration of all company functions.

Dizzasco, 11th May 2026

General Manager

