

QUALITY AND ENVIRONMENTAL POLICY

BIBIELLE Spa a Socio Unico, hereinafter Bibielle SpA, and part of the TYROLIT Group, has for years adopted ethical principles aimed at compliance with legislation in the areas of environment, health and safety at work, and quality, setting itself the priority aim of ensuring a balance between corporate goals, the need to safeguard people's health and safety, respect of the environment, and maintaining operational and organizational quality levels in business management and, above all, in relation to customers.

Being part of the Tyrolit Group has allowed Bibielle SpA to expand and consolidate its markets, while maintaining its internationally recognized brand.

The ethical principles and corporate policy that have guided the organization to date remain unchanged, recognized by the Board of Directors as effective and symbolic of a proven approach of seriousness and fairness, both towards its employees and all its customers. Furthermore, existing commercial relationships with long-standing customers remain unchanged, as they recognize Bibielle SpA as a benchmark in terms of both quality and commercial reliability.

Among its main objectives, the organization confirms its commitment to customer satisfaction and meeting customer requirements, including those that are not explicitly stated but are expected and those that are mandatory, which must be pursued through the continuous improvement of the effectiveness of its Integrated Quality and Environmental Management System.

The company has always been committed to operating in compliance with the health and safety of its employees, external operators, and people living near its plant, preventing accidents, mitigating any harmful effects, avoiding causes that could be harmful to health, and taking preventive action on activities that may be at risk, with projects and studies aimed at improving work activities, with particular attention to the resulting effects. Continuous monitoring of health and safety at work is in place, as well as continuous training, with a process of continuous improvement in the preparation of targeted procedures, operating instructions, checklists, reports, communications, drills, and the involvement of all staff in the evolution of the Integrated System.

Environmental processes have been implemented for the management of any environmental emergencies, the planning, control, and monitoring of activities that may have an impact on the internal and surrounding environment, as well as the continuous training of personnel involved in the management of environmental emergencies, with practical exercises and an awareness campaign for all employees on the correct sorting and temporary storage of waste.

For this reason, with a view to continuous improvement, the Organization maintains its Certified Integrated Management System, consisting of the Quality Management System according to the UNI EN ISO 9001:2015 standard and the Environmental Management System according to the UNI EN ISO 14001:2015 standard, as well as, in parallel, a Workplace Health and Safety Management System, in accordance with current national legislation and based on the UNI EN ISO 45001:2018 standard.

The continuous improvement of the effectiveness of its Integrated Management System is pursued through the monitoring of indicators established for the Organization's processes, the relative control of the achievement of the objectives defined for these processes, and the request for corrective or preventive actions in the event of results that are lower than expected. Greater emphasis will be placed on the context

of the Organization, both internal and external, that has a significant impact on the achievement of objectives.

The resources required to maintain the objective of renewing the Certifications have been confirmed by the Board of Directors.

BIBIELLE Spa, which has always embraced the principle that the safe operation of a given installation depends on overall management criteria, will be even better able to monitor and manage all processes in compliance with safety and environmental standards, as well as internal organizational procedures, leading to the desired results and objectives, which will also translate into higher quality services, products, and customer satisfaction.

BIBIELLE Spa is committed to constantly improving the various stages of production, the choice of raw materials, infrastructure, plants, equipment, and partnerships, as well as analyzing opportunities to adopt new procedures and invest in new technologies, in order to optimize performance, improve production activities and working conditions, and increase the quality of products, worker safety, and environmental protection.

Furthermore, collaboration within the Tyrolit Group allows the expansion of research and development activities, thanks to the possibility of cooperating with the technical support of Tyrolit's research and development department, which consists of 100 technicians.

To ensure the systematic and documented application of safety standards, BIBIELLE SpA develops, issues, implements, and updates procedures and operating instructions to better manage activities, environments, plants, and machinery, as well as human resources, investing in skills, training, and health surveillance.

In particular, it is committed to:

- ensuring that the extent of the risk is compatible with the safety of workers, the population, and the surrounding environment;
- carrying out health surveillance of its personnel according to established deadlines;
- maintain a good level of information and communication at all company levels, as well as promote staff involvement, continuous training, and specific staff training;
- ensure compliance with the laws and regulations in force on safety and the environment, as well as with company regulations, technical specifications, and national/international standards, through internal controls and by having already established "zero tolerance" for certain aspects considered critical, for which the company will not tolerate any failure to comply with the company regulations issued;
- reduce the risk of environmental damage related to manufacturing processes through the monitoring of operating standards, training of operators and personnel responsible for managing environmental emergencies, improved energy use, periodic checks on atmospheric emissions, protection of water discharges, periodic monitoring of groundwater, and careful management of waste sorting, proper temporary storage, and proper disposal.

BIBIELLE SpA has also joined the Piedmont Region's **WHP program**, in collaboration with local health authorities, to promote health in the workplace (**Workplace Health Promotion, WHP**) to raise awareness among workers **about adopting healthy lifestyles** and involve them in prevention initiatives and interventions that make them aware of the importance **of protecting their overall health**. Bibielle SpA, therefore, is committed in offering its employees opportunities to improve their health by reducing general risk factors, particularly those most involved in the development of chronic diseases. It encourages physical activity, offers opportunities to quit smoking, and promotes healthy eating. BIBIELLE SpA considers it unlawful to work under the influence of alcohol, drugs, or similar substances, as well as to consume or supply drugs and/or alcohol for any reason during working hours.

This document provides a reference framework for the activity and for the definition of specific objectives. **To this end, BIBIELLE SpA undertakes to:**

- Organize the company's human resources in terms of individual skills, decision-making autonomy, and related responsibilities;
- Allocate adequate resources in order to carry out the technical, organizational, structural, and managerial interventions deemed necessary to achieve the objectives ;
- Design and conduct operations in such a way as to ensure traceability and compatibility with the protection of safety, health, and the environment;
- Implement adequate planning for the management of both health and environmental emergencies, putting in place appropriate safety measures, providing staff with the necessary training, and carrying out simulations and evacuation drills at least once a year (with documented evidence of the activities carried out) and whenever there are new installations or significant changes that may affect emergency management.
- Ensure that all employees are informed, trained, and educated to operate with full awareness of the potential risks associated with their activities; in addition, training activities are repeated more frequently than the mandatory deadlines and organized whenever there are changes in duties, the introduction of new equipment or systems, or the implementation of new procedures/operating instructions.
- Encourage and promote collaboration, trust, and respect among internal staff at all levels, increasing staff involvement in company activities, supporting the concept of equality, inclusion, and gender equality, starting from the staff selection stages and setting up targeted procedures to prevent harassment, violence, and conflictual behavior.
- Promote awareness campaigns on the adoption of healthy lifestyles, setting short-, medium-, and long-term goals for each step of the actions to implement the provisions of the Piedmont Region's WHP project.
- Provide employees with adequate personal protective equipment, together with the necessary training on its correct use, storage, and safekeeping, with particular attention to third category (life-saving) equipment;
- Activate and maintain effective and adequate collective protective equipment, together with the necessary information at all company levels;
- Introduce and apply monitoring procedures to check the implementation of this Policy, including through periodic checks to verify the adequacy of the measures adopted for the management of the Integrated System;
- Prepare measures to ensure that third parties operating in the plant, or external persons, adopt behaviors, practices, and procedures consistent with the principles of this policy;
- Implement all actions of the "Deming Cycle" (Planning, Program Execution, Verification, and Review) to ensure continuous improvement of the Integrated Management System's performance;

- Activate procedures to introduce arguments relating to inclusion, sustainability, and gender equality;
- Implement organizational and technical procedures relating to the production process, ensuring that the resulting impact has as little influence as possible on climate change and CO2 emissions;
- Implement organizational and technical procedures regarding the choice of materials and suppliers in order to make purchases as sustainable as possible;
- Implement procedures that pay particular attention to parenthood, in order to better reconcile work and family needs;
- The ORG reaffirms its commitment not to use or support, under any circumstances, forced labor, child labor, and to demand the same commitment from its suppliers and collaborators. It also proposes to pay attention to the conditions of all personnel through improvement plans aimed at enhancing and protecting each professional figure, taking into account health, safety, working hours, disciplinary practices, compensation, freedom of association, and the right to collective bargaining (in accordance with SA8000 requirements).
- The ORG analyzes the data collected annually for the preparation of the environmental report, through which it establishes its objectives and proposes appropriate investments to the mother company Tyrolit, including them in the annual document "Analysis of foreseeable plant interventions for (year) with a view to improving production lines and respecting energy consumption and the environment."

BIBIELLE SpA also has a Risk Management Organizational Model (M.O.G.), in accordance with the provisions of Legislative Decree 231/2001, which is integrated with the Integrated Quality and Environmental Management System, making use of a single-member Supervisory Body.

In accordance with this **Policy**, the Management of **BIBIELLE Spa a Socio Unico**, during the periodic Management Review, defines quantifiable objectives, specific to each individual function, relating to the business processes carried out within the Organization, and disseminates them to the personnel concerned; at least once a year, it also reviews these objectives based on the results obtained during the year and, in agreement with the pro-tempore Employer with responsibility for safety, plans, monitors, and reschedules the "Risk and Opportunity Analysis," summarized in the document that also highlights the available financial resources and will be made available to Senior Management and the Supervisory Body.

In order to ensure the preparation, implementation, and updating of the Integrated Management System processes, as well as the achievement of the objectives of the processes themselves, Senior Management, in the person of its Chairman of the Board of Directors, undertakes to provide the necessary resources in terms of personnel, facilities, machinery, plant, vehicles, and equipment, in compliance with mandatory requirements and in line with budgetary constraints.

BIBIELLE S.P.A. a Socio Unico undertakes to communicate its Quality and Environmental Policy to company employees, contractors, and all interested parties.

Margarita, October 2, 2025

The General Management

BIBIELLE S.p.A.
a Socio Unico
L'Amministratore Delegato

