



Idroconsulting S.p.A.

CORPORATE POLICY

Idroconsulting SpA is a private company founded in 1977 by a group of technicians from primary industries in the water processing sector for technological use, in purification and in waste water.

The company operates with its own know-how both in Italy and abroad, and provides a wide range of services and products, ranging from feasibility studies to "turnkey" supply of "Process and/or Waste Water Processing Plants".

The basic principle of the Idroconsulting SpA corporate policy is the achievement of the highest quality of all company processes and products, taking all the necessary measures to ensure that the work activities are carried out efficiently, reliably and responsive to the needs of the customers, in terms of quality, service, safety, respect for the environment and the requirements of current legislation. For this reason, responsible behaviour in relations with our employees is a categorical imperative achieved by promoting a process of self-responsibility of individual employees.

Idroconsulting SpA is aware of being part of a world that must learn to respect the ecosystem to deliver it intact to future generations.

This is why it is essential to pay attention to environmental protection policies, technological innovation aimed at saving non-renewable natural resources. The conviction that sustainable development and worker health and safety are, first and foremost, ethical and moral values is a core value for improved business management.

For the reasons stated above, the Management recognised the need to establish and develop a management system that meets the requirements of

UNI EN ISO 9001, UNI EN ISO 14001 and UNI ISO 45001 standards,

undertaking to define and provide the human, technological and economic resources necessary for the performance of all company activities.

The constant commitment to improvement completes the framework of our company, aimed at satisfying our customers, with the aim of bringing the Company to compete more on the Italian and foreign markets.

The cornerstones of our company policy are:

- **The satisfaction of customers' needs and expectations:**
 - ✓ seeking highest quality and reliability of services and products;
 - ✓ through a Quality service oriented to organisational efficiency and to the continuous maintenance of design and product excellence;
 - ✓ ensuring compliance with the contractual and binding requirements of services and products;
 - ✓ preventing non-compliance at all stages of service/product delivery, in particular to avoid post-sales repairs or demolitions.

- **The protection of the environment, safety and health of employees, obtained through:**

- ✓ Compliance with all relevant safety, accident prevention and environmental laws and regulations;
- ✓ the optimisation, where possible, of the company's performance and the use of the best technology possible in order to reduce the consumption of energy, water and waste production, promoting its recovery and consequently reducing its environmental impact;
- ✓ the creation and maintenance within the company of a culture linked to environmental management that is materialised in effective and efficient operations aimed to reduce environmental impacts;
- ✓ the sensitisation of our customers and suppliers, providing them with information or suggestions to prevent pollution and environmental impact;
- ✓ a healthy and safe working environment equipped with adequate facilities and equipment to guarantee the reduction of health and safety risks;
- ✓ prevention of occupational diseases, accidents and injuries in the workplace;
- ✓ the creation and maintenance of a culture of safety that is materialised in an effective and efficient action with the aim of reducing risks and safeguarding the health of all workers;
- **The motivation, training and education of employees, by:**
 - ✓ the creation of an adequate, healthy and safe working environment in which everyone can be satisfied and professional growth is stimulated;
 - ✓ the identification of responsibilities, of the necessary qualifications and the promotion of adequate training;
 - ✓ the promotion of a process of sensitisation of collaborators, in order to spread responsible behaviour towards the aspects of customer satisfaction, environmental protection and health and safety of workers, to entrust the implementation of this company policy to appropriate professional behaviours.
- **The pursuit of continuous improvement of the effectiveness of the management system, services, products and processes, through:**
 - ✓ The analysis of the context considering internal and external factors relevant to the company;
 - ✓ The application of the "Risk based thinking" concept designed to promote a dynamic culture of assessing the risks of business discontinuity and growth opportunities;
 - ✓ The definition of specific objectives and indicators, for performance monitoring and analysis of possible improvements;
 - ✓ the introduction and implementation of appropriate corrective, improvement and risk mitigation measures;
 - ✓ the involvement of Suppliers and the assessment of the Stakeholders' requirements (concerned parties) in the process of continuous improvement;
 - ✓ the optimisation of resources in order to constantly monitor their environmental and social repercussions, in compliance with current legislation and the expectations of all the parties involved.

All people who work at Idroconsulting SpA are required to make known and implement the content of this company policy in their sectors. The corporate strategy is transmitted for quantifiable objectives to the individual business areas, evaluating and documenting the level of achievement each year.

15 March 2022

The legal representative