



QUALITY, ENVIRONMENT, HEALTH & SAFETY POLICY

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Rev. 8 of 03/12/2025
Drafted and approved
by General Manager
— M. Ardinghi

The Management of **PLASTAR S.r.l.** subscribes to this commitment for the implementation of the Company Policy regarding Quality, Health & Safety, Environment, and Security within its production site.

The Integrated Management System for **Plastar S.r.l.** has been developed to ensure effective and efficient use of resources, focusing on the expectations of Customers and other interested parties.

The primary commitment of **Plastar S.r.l.** is to promote the following principles:

- **Quality:** Guarantee a high level of service to achieve complete customer satisfaction, following UNI EN ISO 9001, IATF 16949:2016 standards, and customer-specific requirements.
- **Health & Safety (H&S):** Promote safety in all activities to protect the health of workers and external operators, complying with legal requirements and UNI EN ISO 45001 standards.
- **Environment:** Safeguard the environment and reduce the environmental impact of activities, following national and international regulations, UNI EN ISO 14001 guidelines, and customer environmental requirements.
- **Climate Change:** **PLASTAR S.r.l.** is committed to controlling all risks related to climate change to preserve its business and the surrounding environment, respecting future generations.
- **Product Stewardship:** Promote responsible product management throughout its lifecycle, adopting all necessary measures to protect safety, health, and the environment, and monitoring the impact on the final customer.
- **Ethical Code:** Adoption and respect of the Ethical Code.

QUALITY POLICY

OBJECTIVES AND COMMITMENTS TOWARDS THE MARKET

PLASTAR S.r.l. aims to position itself as a leading and qualified company in the production/processing of carpets and plastic components for the automotive sector.

The methodologies PLASTAR applies to achieve its objectives are:

1. Precisely identifying **the current and future needs of the Customer** to offer the most suitable type of service/product from a technical and economic perspective, adapting its services to particular needs if necessary.
2. Maintaining the **highest level of service** to the Customer, regarding punctuality and delivery quantities.
3. **Increasing supply capability** by increasingly specializing in product engineering.
4. **Spreading and improving its image** as a reliable and efficient company internationally.
5. Ensuring the Customer **prompt resolution of complaints and problems** arising from non-conforming products.
6. Adopting a management approach aimed at the **economic, structural, and technological development** of the Company, with constant attention to market expansion.
7. **Periodically analyzing** activities and **non-conforming performance** to identify critical points and implement targeted corrective actions.



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OBJECTIVES AND INTERNAL COMMITMENTS WITHIN THE ORGANIZATION

Within the logic of development and rationalization, to offer better service, **PLASTAR S.r.l.** pursues the following objectives:

1. Improvement of internal management processes and **information flows** through increased digitization and automation.
2. Enhancement of **monitoring and measurement methodologies** for internal processes to offer products and services that fully meet the general, explicit, and implicit requirements of the customer.
3. **Defining and disseminating clear documented information** to ensure effective and efficient process operation and product control, including health, safety, and environmental aspects.
4. Monitoring activities and products that may generate **environmental impacts**, particularly regarding waste management and substance spills.
5. Providing **constant information, training, and education** of personnel through targeted training plans to promote growth, motivation, and skills, enabling workers to operate according to the principles stated in this policy.
6. **Motivating and involving** all personnel to develop greater awareness of the importance of their role within the company, promoting shared values and correct behavior models to reduce risks related to activities.
7. Promoting and maintaining an **ongoing process of continuous improvement**, aimed at achieving well-identified objectives for all key performances and factors, ensuring their ongoing review and effectiveness verification, **raising awareness** among staff to perform their tasks responsibly, encouraging each employee to actively participate in **continuous improvement programs**.
8. Ensuring **respect for the Ethical Code**, an integral part of the organization, based on essential behavioral values, and considered as evidence of daily conduct consistent with honesty, fairness, and respect, protecting the individual and professional rights of all interested parties.

OBJECTIVES AND COMMITMENTS TOWARDS SUPPLIERS

Materials, equipment, processing, and generally services purchased by **PLASTAR S.r.l.** are fundamental components for achieving product and process Quality. The commitment of **PLASTAR S.r.l.** is to create a supply chain that respects the same environmental, ethical, and social principles; **PLASTAR S.r.l.** is committed to not using minerals from conflict countries and to obtaining the same commitment from its suppliers.

The Supplier is therefore a valuable **collaborator** for the Company and, as such, is:

1. **Monitored and evaluated** for the quality of products and service.
2. **Informed** about the positive and negative results of supplies through 8D reports and their careful analysis.
3. Encouraged to **collaborate** in defining innovative technologies/products or those better suited to meeting the requirements of the final product supplied to the customer, sharing with them the customers' CSR.
4. Guaranteed management of **supplier relationships** based on mutual benefit and compliance with the requirements stated in this policy (see minimum certifications and application of customer CSR).
5. **Qualified** according to criteria that ensure full respect for the principles stated in this policy regarding quality, environment, and safety.
6. Planned, in agreement with suppliers, for the development of the supplier's QMS in accordance with IATF 16949 point 8.4.2.3.



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The goal of establishing partnership relationships with its Suppliers is mainly achieved by:

- Activating two-way communication channels at appropriate levels of both organizations to facilitate rapid problem resolution.
- Evaluating, recognizing, and rewarding Suppliers' efforts and results (not only economically but also by renewing collaboration agreements).

MANAGEMENT COMMITMENTS

To make it possible to achieve these objectives, the Management of **PLASTAR S.r.l.** undertakes to:

1. **Define** and keep constantly **updated** and appropriate to the organization's purposes, the **strategic development lines** defined in this Policy, ensuring periodic review and informing workers.
2. **Ensure** the **compliance of product/service** with both the contractual conditions agreed with Customers and legal requirements, through the search for new technologies, the development of high-performance products, the definition and control of processes, and the implementation of appropriate preventive actions.
3. **Resolve** promptly any product/service non-conformity (found internally or reported by Customers), by investigating the causes and implementing appropriate corrective actions.
4. **Promote continuous improvement** of **products, processes**, and the **organization** through the definition, sharing, and implementation of incisive action plans.
5. **Spread** a **risk assessment and management mentality** throughout all existing processes.
6. **Establish** (in line with this Policy and the fundamental strategic lines) and **review** (at least annually) **measurable improvement objectives (KPIs)** for each relevant area/process of company management, deciding and agreeing with primary Managers on the most appropriate ways to achieve them and constantly monitoring progress.
7. Provide the **necessary resources** for carrying out and controlling activities and their continuous improvement, planning their acquisition and increase.
8. **Communicate** internally the company's **intentions and objectives**, through dissemination of this Policy, so that it is understood and supported at all levels of the organization.
9. **Spread and promote** this **Policy also outside the company**, to facilitate understanding of the **strategic lines** adopted by the organization.

ENVIRONMENTAL POLICY

PLASTAR S.r.l. considers environmental protection as an integral and strategic part of its business, deeming process environmental compatibility fundamental.

Through its products and thanks to high-efficiency, quality, innovative, and energy-saving technologies, **PLASTAR S.r.l.** is committed to minimizing environmental risk related to ongoing activities. Furthermore, to prevent pollution and ensure a prompt response to emergencies, to safeguard its employees, property, and the surrounding environment, it adopts appropriate procedures for managing its environmental aspects.

To ensure this commitment, PLASTAR adheres to the following principles:

1. **Applying compliance with local, national, and EU laws** and customer requirements is a non-negotiable factor and the starting point for continuous improvement.



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2. Pursuing sustainable development through integrated planning of each process phase, aiming to minimize risks for workers and progressively reduce environmental impact, avoiding potential risks, limiting energy and natural resource consumption, aiming to reduce greenhouse gas emissions (GHG), and ensuring effective use of natural resources in an appropriate and economically feasible way (Scope 1 – 2 – 3), **preferring the use of renewable energy sources.**
3. To contain global temperature rise, reduce human-produced CO₂ emissions as quickly as possible (**decarbonization**), the company is expressly committed to improving current emissions, aiming to meet the targets set by the Paris Climate Agreement by 2050.
4. PLASTAR is committed to **preserving biodiversity, land use, and preventing deforestation, keeping ecosystems intact so that flora and fauna are not lost and natural habitats are not irreparably damaged. It also commits to preserving and not polluting soil quality.**
5. PLASTAR S.r.l. is committed to containing noise emissions and not exceeding the limits imposed by the acoustic zoning report of the area where the company is located, and to raising awareness among all stakeholders to the same practice.
6. Designing the entire lifecycle of **PLASTAR S.r.l.** products to favor the recovery and/or recycling of all materials used. **PLASTAR declares that at no stage of its activities is animal welfare or the conditions in which an animal lives compromised.**
7. Pollution and risk prevention for workers is achieved through appropriate management of substances and processes and proper operation, maintenance, and control of plants.
8. Constant training and information as main tools to transmit and communicate to collaborators (employees, suppliers, customers, and stakeholders) the principles, guidelines, and implementation methods of the Environmental Management System to increase environmental awareness.
9. The tendency to reduce environmental impact and residual risks of its activities through open and effective communication, promoting values and a culture of environmental respect, sharing it with people and external parties (suppliers and customers).
10. Involvement of suppliers and contractors in the Environmental Management System to reduce environmental impact and risks of work activities carried out within industrial sites.
11. In supplier evaluation, **PLASTAR S.r.l.** pays particular attention and is inclined to collaborate with those who have a certified Environmental Management System.
12. Measurement and monitoring of Environmental performance by implementing medium/long-term improvement plans.
13. The broadest and most widespread involvement of all employees is the fundamental requirement for continuous improvement of processes and services for Environmental aspects.

HEALTH & SAFETY POLICY (H&S)

PLASTAR S.r.l. considers the protection of health and safety at work as an essential objective to be constantly achieved and improved. With this document, it intends to:

- Express its willingness to balance economic development and value creation with the protection of health and safety at work.
- Explicitly state company guidelines for such protection.
- Share management principles with interested parties (employees, collaborators, contractors, trade unions, institutions, citizens, etc.).

- Encourage consultation and participation of workers and their representatives, aware that their active contribution is crucial for achieving safety objectives.
- Provide the reference for implementing, documenting, and maintaining a solid, credible, and reliable Safety Management System, compliant with UNI EN ISO 45001 and certifiable by an accredited body.

For **PLASTAR**:

"Nothing is more important than the health and safety of everyone who works with us"

Therefore:

"Our top priority is a safe and healthy workplace"

This objective is realized through the following management principles:

1. Fully respecting current legislation (including any other requirements subscribed by the company), reference standards, and company procedures regarding safety.
2. Using equipment and materials that comply with current safety legislation.
3. Providing personnel with adequate personal protective equipment to ensure safety during work activities.
4. Ensuring ergonomic workstations where everything is designed to reduce strain and incorrect posture.
5. Ensuring the use and handling of chemicals only after assessing their hazard.
6. Ensuring a safe working environment regarding fire risk, both during operation and in emergencies.
7. Providing workplace safety, seeking to eliminate risks by investing in new equipment or analyzing all processes when making changes to the work environment.
8. Promoting and pursuing, in all company activities, the improvement of safety performance and results.
9. Preventing and correcting any dangerous situation, promoting their reporting and systematically analyzing causes and possible remedies.
10. Spreading within the company, through constant awareness actions, a culture aimed at implementing correct safety behaviors.
11. Developing at all company levels, through training and information, professional skills and commitment to operate in compliance with prevention and protection procedures.
12. Working to achieve widespread awareness that safety responsibility is entrusted to all workers, at all company levels, each according to their skills.
13. Promoting the involvement and consultation of workers and their representatives in the main management processes, especially regarding prevention and continuous improvement.
14. Encouraging the participation of workers and their representatives of **PLASTAR S.r.l.**, as provided by law and the Management System, regarding risk assessment, prevention and protection measures (using the hierarchy of controls), training, information and education programs, communication process, emergency preparedness and response.
15. Involving contractors working for **PLASTAR S.r.l.** in health and safety protection, especially by communicating the Policy and objectives, as well as cooperation and coordination at every stage of the contractual relationship.
16. Pursuing a reasonable and constant increase in safety performance and the resulting levels of physical and intellectual well-being of workers, through work organization aimed at this purpose and the provision of adequate economic, human, and technological resources.
17. Conducting periodic safety audits and inspections by the RSPP, checking operational activities, training and information documentation, risk assessment, and prevention and improvement plans.

18. Continuously verifying safety management through critical analysis of achieved results and reviewing the principles above and the Management System.

This Policy is oriented towards the prevention of accidents and occupational diseases and serves as a guide for the continuous improvement of safety performance and the related Management System. It also provides the framework for defining and reviewing safety objectives by the organization.

These objectives take into account the criticalities reported in the Risk Assessment Document (DVR), as described in the Management System, where improvement plans are also reported.

Specifically:

- In the Investment Improvement Plan, if the intervention involves an investment;
- In the Company Improvement Plan, for activities identified as strategic for the organization;
- In the Environment and Safety Improvement Plans, for improvement actions related to safety specific to each site.

Management is committed to implementing all principles of the Company Policy and the objectives derived from it, providing the necessary structure and resources; it also periodically monitors the achievement of objectives and, where necessary, promotes appropriate corrective or improvement actions.

The Quality, Environment, and Safety Policy also serves as a company communication document; to ensure maximum dissemination within **PLASTAR S.r.l.**, the document is available to operators on company notice boards so that everyone is aware of their obligations regarding quality, environment, and Health & Safety; it is made available to other interested parties by the purchasing office and is also published on the dedicated page of the company website.

REGARDING THE QUALITY, ENVIRONMENT, AND SAFETY POLICY it is the responsibility of Function Managers to:

1. Ensure that this document is understood by their collaborators and, if necessary, provide the required clarifications;
2. Take appropriate measures so that employees operate correctly regarding Quality, Environment, and Safety in performing their duties.
3. To ensure its continued adequacy and effectiveness, the Policy is periodically reviewed and revised—usually during Management Review and meetings with RSPP, RLS, and the Company Physician—to incorporate new management intentions and/or changes.

Rubano, 03/12/2025

Managing Director

Maurizio Ardinghi

