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Integrated company policy

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Eurotherm S.p.A. SB, as a Benefit Corporation, develops its services in accordance with the voluntary standards UNI EN ISO 9001, UNI EN ISO 14001, UNI ISO 45001, and UNI PdR 125.

These management systems aim to certify the quality of the services and products offered, manage and reduce the environmental impact of business activities, mitigate the consequences of climate change affecting the organization, promote environmental sustainability, and ensure the health and safety of workers.

Eurotherm, moreover, strongly believing that a fair, non-discriminatory, and inclusive work environment is the fundamental basis for resources to develop their full potential, has decided to adopt the provisions of UNI PdR 125 (guidelines for the gender equality management system).

All the standards share the goal of promoting continuous improvement, effective and transparent communication with inclusive and non-discriminatory language towards all stakeholders, including customers, suppliers, communities, and collaborators, as well as ensuring compliance with regulations and binding laws.

The organization adopts a risk-based thinking approach to plan its processes, assessing and addressing associated risks, and leveraging identified opportunities. This approach promotes appropriate proactivity at all levels in risk management.

1. OBJECTIVES OF THE INTEGRATED MANAGEMENT SYSTEM FOR QUALITY, ENVIRONMENT-HEALTH AND SAFETY AND GENDER EQUALITY

- Fully meet customer needs by offering highly qualified services that respect the environment and ensure the health and safety of workers.
- Advance in terms of productivity and competitiveness, quickly adapting to market changes.
- Constantly improve organizational efficiency and qualitative and environmental performance, preventing and reducing environmental impacts and health and safety risks.
- Pursue equal treatment among all its collaborators.
- Build and maintain a company climate that is as fair and serene as possible.
- Value diversity and support empowerment regarding gender diversity, as provided for by the European Green Deal.
- Ensure high quality standards by continuously monitoring and improving business processes to provide products and services that meet or exceed customer expectations.
- Promote staff training and awareness, ensuring that all collaborators are competent and committed to achieving quality, environment, health, and safety objectives.
- Encourage innovation and continuous improvement by fostering the development of new solutions and technologies that can increase the quality of products and services offered, while reducing environmental impacts and health and safety risks.
- Implement monitoring of its environmental performance in relation to climate objectives, including specific indicators for the reduction of CO2 emissions and adaptation to climate change.
- Actively participate in CO2alizione with the commitment to design and implement a credible corporate decarbonization path towards climate neutrality.

Through the Quality-Environment-Safety System, Eurotherm SPA SB aims to:

- Fully meet customer needs by offering highly qualified services that respect the environment, health, and safety of workers.
- Advance in terms of productivity and competitiveness, quickly adapting to market evolution.

- Constantly improve organizational efficiency, qualitative and environmental performance, preventing and reducing environmental impacts and health and safety risks, considering the impacts of climate change on the organization.
- Join initiatives that can concretely contribute to the pursuit of the United Nations Sustainable Development Goals (SDGs).

2. ACTIONS AND METHODOLOGY

To achieve these objectives, Eurotherm SPA SB undertakes to:

- Analyze the context and business processes.
- Identify and assess risks and opportunities related to activities, considering the needs and expectations of internal and external stakeholders, with particular attention to climate change and social performance.
- Pay constant and continuous attention to human resources, which represent the first and true capital of the company, by adopting personnel management methods aimed at cultivating talents, stimulating involvement, motivation, and active participation, as well as creating attractive, stimulating, and equal working conditions for all genders.
- Involve, consult, and engage workers and their representatives in health and safety management, promoting continuous improvement.
- Implement a path aimed at valuing diversity in all company processes, such as during recruitment and career management phases, ensuring equal opportunities.
- Support the family well-being of its employees through work arrangements (part-time, flexible working hours) that facilitate the reconciliation of professional activity and private life and promote parenting paths.
- Continuously inform and train staff to increase technical skills and professionalism, with a view to involvement, also in order to minimize any prejudices and stereotypes that may affect gender equality.
- Spread good business practices and a culture of respect for the environment and safety.
- Constantly monitor compliance with national laws and EU directives and/or regulations, with particular reference to obligations regarding worker health and safety and gender equality.
- Promote communication, including through marketing activities, that transparently declares the intention to achieve the objectives described in this document.
- Condemn all forms of physical, verbal, and digital abuse (harassment) in the workplace, and adopt measures aimed at their prevention.
- Adopt tools to prevent all forms of gender discrimination and to counter any act that harms the dignity of staff, regardless of the role held and level of responsibility.
- Eliminate hazards, reduce risks for HSW (Health, Safety, and Welfare), and all forms of inequality.
- Protect the environment by preventing pollution.
- Assess in advance the environmental impacts and health and safety risks related to new activities.
- Monitor the services offered and operating methods with performance indicators.
- Create transparent and trustworthy collaborative relationships with customers.
- Raise awareness among customers and suppliers on environmental and safety issues.
- Adopt technologies and operational methodologies aimed at continuous quality improvement and reduction of environmental impacts.
- Prevent accidents and occupational diseases.
- Clearly define tasks and responsibilities to optimize and empower resources.
- Create a steering committee for the management of the gender equality management system, which is responsible for implementing and monitoring the strategic plan for gender equality in its key areas, in accordance with top management guidelines.
- Prevent emergencies and plan intervention strategies in case of accidental events.

3. POLICY ON PREFERABLE SUSTAINABLE PROCUREMENT

Eurotherm S.p.A. SB, as a Benefit Corporation, is committed to identifying and managing environmental, social, and economic impacts along the supply chain, preferably purchasing sustainable, ethical, and responsible materials, goods, and services exclusively from suppliers who operate in compliance with current regulations.

4. ENVIRONMENTAL AND SOCIAL COMMITMENT

Eurotherm SPA SB also undertakes to:

- Prefer the purchase of materials, goods, and services that reflect internationally recognized environmental and sustainability specifications or standards, in order to pursue continuous improvement of procurement practices.
- Preferably select suppliers who are proactive in achieving the objectives of the Green Deal (SDGs).
- Use materials that have a lower environmental impact compared to alternative solutions and develop new products by rethinking the end-of-life cycle from a circular economy perspective.
- Optimize production with a view to reducing waste and scraps.
- Apply, where possible, innovative ecodesign principles to projects, minimizing impacts associated with the procurement of materials and energy, favoring recyclable packaging, wood, and FSC-certified paper.
- Recycle materials at end of life, where possible, otherwise ensuring disposal in the most environmentally correct way.
- Avoid the use of products potentially harmful to the environment, promoting their replacement with less harmful alternatives when available.
- Prefer the purchase of Electrical and Electronic Equipment compliant with RoHS regulations, to limit the presence of lead, mercury, cadmium, hexavalent chromium, polybrominated biphenyls, and polybrominated diphenyl ethers in final products. Require compliance with the REACH regulation for purchased chemicals, reducing the use of substances harmful to the environment.
- Promote the purchase of electric vehicles for our company fleet, thus reducing CO2 emissions and improving energy efficiency.
- Purchase local food products, supporting the local economy and reducing the environmental impact due to transportation.
- Prefer office supplies made with natural and/or recycled materials, reducing the use of virgin resources and promoting the circular economy.

This policy is integrated with other company guidelines and is available to all employees. It may be updated based on evidence gathered during monitoring activities, national and international regulations, and suggestions from various company functions.



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