



CORPORATE POLICY ON QUALITY, ENVIRONMENT, ENERGY HEALTH AND SAFETY, SOCIAL RESPONSIBILITY AND GENDER EQUALITY

Rev.07
February 2026

By virtue of its Integrated Environmental Authorisation, R.M.B. S.p.A. carries on a waste management business of hazardous and non-hazardous special waste through the performance of treatment and storage operations; its primary objective is to maximise recycling or other waste recovery, contain environmental impacts, the continuous improvement of energy performance and protect the health and safety of workers in compliance with national and international binding regulations, technical standards, and applicable best practices (industry's BAT).

Being sensitive to the legitimate social, environmental and energy needs of the community, its employees, and all the other stakeholders involved (customers, suppliers, shareholders, etc.), R.M.B., in order to put these intentions into practice, is committed to applying and continuously improving its **Integrated System** for Quality Management, Environmental protection, Energy Management, and the Health and Safety of workers, for the protection of human rights and working conditions, and for the and for advancing gender equality issues, with a view to fostering the pursuit of the objectives and strategic guidelines set out below:

1	Compliance with regulations	Strictly complying with its Integrated Environmental Authorisation, its own fire prevention certificate, applicable environmental and energy legislation, and occupational health and safety legislation; adhering to the voluntary standards ISO 9001, ISO 14001, ISO 45001, ISO 50001, and to the requirements for the protection of human rights, working conditions and gender equality, adhering to the voluntary standards SA8000 and UNI/PdR 125 and other mandatory requirements for its End-of-Waste products; ensuring compliance with the 231 Organisational Model and Code of Ethics; manage the import/export activities of materials in accordance with current regulations.
2	Process and business risk analysis, definition of improvement objectives	Assessing the company's processes and activities and performing a risk and opportunity analysis in relation to the organisation's context; setting accordingly innovation and continuous improvement objectives in the areas of quality, environment, energy, health and safety, social responsibility and gender equality from a prevention perspective, and making the necessary resources available; monitoring the achievement of these objectives and, where necessary, promoting appropriate corrective or improvement actions.
3	Continuous improvement and innovation	Pursuing the continuous improvement of the Integrated Management System in order to improve quality, environmental, energy, health and safety, corporate social responsibility performance and gender equality; promoting the adoption of technological and digital solutions, highly energy efficient machinery with improved energy performance innovative systems and processes in order to implement new types of treatment and increase End-of-Waste production (products that have ceased to qualify as waste).
4	Activity control	Keeping under control the activities of the Facility and of the related services (in particular with regard to the compliance of the specifications with the characteristics required by applicable waste management regulations) as well as the activities of design and construction of treatment facilities.
5	Environment protection and reduction of environmental impacts	Reducing the environmental impacts generated by its processes as far as technically possible and sustainable, keeping all significant environmental aspects (greenhouse gas emissions, odour and noise emissions, water discharges, noise, waste generation, energy and raw material consumption, etc.) under control; supporting the conservation of natural resources with actions aimed at minimising the consumption of energy, water, and materials; utilising, where possible, processes for the recovery and reuse of process materials, reduce the exploitation of fossil fuels in favour of renewables; engage in decarbonisation; promote efficient energy use; protect biodiversity through actions to safeguard flora and fauna, soil and air quality; safeguard animal welfare; provide customers with raw materials obtained from waste recovery, which have a lower environmental impact than the use of virgin raw materials.
6	Reduction of risks for health and safety and social responsibility, removal of hazards	Minimising risks as far as technically possible and sustainable and, where possible, eliminating dangers to workers' health and safety generated by waste management activities; safeguarding the rights and conditions of workers, including disabled personnel; conducting activities using safe machinery, equipment, plants, materials and means that comply with current legislation and are suitable for the activities to be performed; ensure a safe and healthy working environment by seeking to eliminate hazards and reduce risks from the moment changes are planned and implemented in the working environment; rationalise workplaces and workstations in terms of ergonomics; identify hazards arising from the use of any chemical substances and minimise risks to workers through appropriate working practices.
7	Application of environmental, energy, health and safety BAT	Ensuring the correct application of the technologies used and designed, and, where possible, pursuing the improvement of these technologies or the adoption of more advanced technologies for environmental protection, energy performance and health and safety; developing R&D both to enhance the value of the waste managed and to improve the technologies adopted in the treatment facilities.
8	Sustainable development	Adding thorough environmental, energy, occupational health and safety, social responsibility and gender equality assessments in decisions regarding future developments and in particular in facility design and installation and in procurement; pursuing a commitment to sustainability in order to achieve the 2030 Agenda for Sustainable Development goals that are a priority for the business. Ethical and responsible supply of raw materials at all stages, which do not come from sensitive or conflict-affected areas or even from areas that could be prone to illegal activities in any way or form.
9	Participation and sharing of the Corporate Policy with relevant staff and suppliers	Ensuring the involvement, participation, and co-responsibility of all relevant staff and suppliers/customers in fully sharing the corporate policy and objectives, in developing a prevention-oriented culture, in maintaining and developing a decent, fair, inclusive, equitable, equal, safe and healthy working conditions, in protecting the environment; for the reduction of energy and resource waste, carrying out constant monitoring of suppliers' actions.
10	Training, awareness and sensitisation of relevant staff and suppliers, educating younger generations	Maintaining a high level of competence, training, awareness and sensitisation of relevant staff and suppliers (particularly in relation to possible influences on environmental, energy and health and safety performance, compliance obligations, and attention to mandatory requirements in facility design and construction); promoting a widespread sense of proactivity at every level of the company so that a sharing process is in place that increases awareness of the role played by each person; fostering the professional development of staff both through training courses and by boosting growth towards roles of greater organisational responsibility; promote the education of the younger generation by organising two-year technical higher education courses (ITS).
11	System audit and data collection	Carrying out checks, inspections, and audits and ensuring a reliable and comprehensive data collection system to identify and prevent possible situations of non-compliance with the regulations by extending the Audit Programme to the processes of facility design and construction.



CORPORATE POLICY ON QUALITY, ENVIRONMENT, ENERGY HEALTH AND SAFETY, SOCIAL RESPONSIBILITY AND GENDER EQUALITY

Rev.07
February 2026

12	Prevention of accidents and emergencies, occupational injuries, and illnesses	Adopting the best methods of prevention, surveillance, and protection by developing and implementing control plans and systems (including at the level of facility design and construction) with the aim of preventing accidents and emergencies, and work-related injuries and illnesses (occupational injuries and illnesses) and to contain their effects, protecting both workers and the environment and the surrounding community.
13	Openness to the outside world, communication, disclosure of information, transparency, and fairness in activities	Pursuing an open and constructive attitude towards the public, public authorities, and other stakeholders; taking into account the requests of staff and their representatives; cooperating with public authorities in managing possible emergencies in order to minimise impacts on the environment and protect the surrounding community; collaborate with stakeholders to ensure efficient management of energy performance; report financial and non-financial information in accordance with applicable regulations; act in accordance with principles of fair competition, avoiding conflicts of interest and the introduction of counterfeit materials onto the market; and not to influence or interfere with the technical activities or the interpretation of results of laboratories performing analytical activities, investigations, and instrumental measurements.
14	Corporate policy review	Periodically reviewing the policy and application of the quality, environment, health and safety, corporate social responsibility and gender equality management system to assess its accuracy and effectiveness, with a view to continuous improvement.
15	Attention to business	Ensuring the integration of quality, environmental, energy, health and safety, corporate social responsibility and gender equality management system requirements into the organisation's business processes.
16	Privacy, protection and security of material and intellectual corporate property	Manage data and information in compliance with data protection rules and regulations; safeguard data through periodic data backups and IT protection measures; store documentation in safe and secure locations, also in order to protect corporate know-how; employ private security forces for corporate surveillance.
17	Social Responsibility	Commitment, as detailed in the Social Responsibility Commitments document: not to use or support child labour or forced labour; to employ all workers on a regular basis; to oppose all forms of discrimination (race, gender, ethnicity, age, religion, political beliefs, minorities, etc.) and unequal treatment; to condemn all forms of harassment; to respect freedom of association; to apply the national collective bargaining agreement to all workers, as well as equal pay for men and women, to recognize appropriate remuneration and contributions; to protect maternity/paternity and vulnerable persons; to condemn illegal conduct.
18	Raising awareness and promoting environmental culture and of the conscious use of energy	Encouraging collaboration with universities to develop innovative research and training projects that are strategic for the country's development and the competitiveness of companies; supporting the development of theses and doctorates by sharing information and making company technologies available; encouraging the development of a waste management culture by promoting company visits; participating in conferences to disseminate and learn about environmental issues and energy saving.
19	Gender equality	Commit, as detailed in the specific "Gender Equality Policy," to pursue, value, and protect gender diversity, equal opportunities in the workplace, and women's empowerment; to encourage increased participation of women in the labor market; to reduce the wage and pension gap between men and women; to promote gender equality in decision-making processes; to counter stereotypes; and to provide protection and support to victims.
20	Energy management	Recognize efficient energy management and the reduction of energy consumption as strategic elements; monitor and analyse significant energy consumption in order to keep it under control and, where possible, progressively reduce it, demonstrating the effectiveness of the implemented measures; optimize production processes and use more efficient technologies in order to reduce greenhouse gas emissions related to energy consumption; reduce the use of fossil fuels in favour of renewable energy sources.

This policy is communicated to all staff, the organisation's collaborators, its Suppliers and Customers, and all stakeholders, including through its publication on the website. It is available to the public and to anyone who requests it.

CEO

Integrated System Manager