

Novation Tech, fully aware of its role and responsibilities within the economic and social community, has integrated the development of quality, human capital, environmental protection, and health and safety in the workplace as fundamental elements of its corporate culture and its relationships with stakeholders.

Since its establishment, **Novation Tech** has directed its organisational efforts towards:

- Achieving and maintaining a high standard of quality in its products, with the primary aim of ensuring customer satisfaction. Continuous and relentless improvement, aimed at surpassing expectations in both quality and service, enables the company to excel within its sectors of operation.
- The need to contribute to environmental protection and the prevention of all forms of pollution, recognising the increasing collective awareness regarding the importance of maintaining ecological balance, as well as the growing customer demand for the quality of products and services requested, in compliance with relevant environmental regulations.
- The safeguarding of workers' health and safety, recognised as a fundamental value and an integral part of corporate management. Novation Tech is committed to preventing injuries and occupational illnesses by ensuring safe and healthy working environments, in compliance with current regulations, and fostering a pervasive safety culture through the active engagement of personnel and the continuous improvement of its health and safety performance.

Novation Tech applies the integrated management system to its overseas manufacturing sites located in Croatia and Hungary, ensuring process control and performance monitoring.

Novation Tech, consequently, intends to base its **Quality, Environmental, and Safety Policy** on the following **fundamental principles**:

- The adoption and ongoing improvement of an Integrated Management System encompassing Quality, Environment, and Safety in all its components, along with the continuous adaptation to the evolving business environment and relevant regulatory framework, constitute a fundamental foundation to successfully achieve the company's objectives in compliance with the standards UNI EN ISO 9001, IATF 16949:2016, UNI EN ISO 14001, and UNI EN ISO 45001.
- Constant attention to the needs of clients and their satisfaction, so that through the management of data collected from surveys on the appreciation of the company's supplies, a continuous improvement of products and services can be pursued. All of this should lead **Novation Tech** to achieve levels of excellence in its products, enabling them to be appreciated by an increasingly larger number of clients, with the aim of enhancing the company's competitiveness and profitability.
- Precise planning and control of business activities directly impacting the adherence to product quality requirements, whether these are defined directly by **Novation Tech** to meet market-identified needs or established by the Customer through an order or a supply specification.
- For the new products under development, acceptance is limited to contracts for which full compliance with quality requirements, applicable standards, and regulations can be assured, based on the company's know-how and resources. This approach aligns with the concept of a "Life Cycle Perspective," aimed at enhancing the environmental impact throughout the product's lifecycle.
- Research, identification, evaluation, and monitoring of performance for all suppliers of products and services deemed critical to the quality of the outputs and environmental performance. This involves establishing a mutually collaborative relationship with these suppliers to enable continuous improvement of the Company itself and the suppliers. In this context, communication and dissemination of our Integrated Policy and objectives to suppliers are of fundamental importance.
- Respect for and fulfilment of the requirements and needs of the interested parties: all business processes are geared towards satisfying the interests of the parties concerned, including the Customer.
- Commitment to complying with legal requirements and other applicable standards related to environmental, health, and safety matters in the workplace.
- Flexibility: all offices and production departments are prepared to respond promptly to any unforeseen circumstances and any modifications to logistical and/or design schedules;

- Alignment with the most expert operators in the sector: we place particular emphasis on being among the leaders in know-how, technology, and quality;
- Reduction of environmental risks associated with inadequate maintenance of equipment and facilities, particularly concerning the use of chemical, technical, and auxiliary products required for the operations;
- Valuing Individuals at all levels to foster enhanced motivation and engagement of staff in the continuous improvement of products, processes, work environments, and overall efficiency. This is achieved through ongoing staff training, which is organised following the identification of training needs by departmental managers and subsequent consultation with the Executive Management;
- Optimization of energy consumption and efficiency, with the utilisation of renewable energy sources where feasible; particular attention to water usage, the employment of technical and auxiliary materials, and the selection of raw materials in relation to commissioned works, aiming to reduce resource consumption, prevent land use and deforestation, and safeguard soil and air quality. In this regard, **Novation Tech** has initiated a clean energy production project to support decarbonisation, as well as a greenhouse gas emissions reporting project to assess its environmental performance;
- Careful management of waste generated from production activities, aimed at making a significant contribution to recycling and/or disposal in accordance with legal requirements. We ensure that our waste is collected, sorted, and disposed of correctly, with the continuous goal of increasing the proportion of waste that can be recycled and reused within the material stream. Throughout this process, particular attention is paid to hazardous waste to safeguard soil and air quality as well as biodiversity;
- Continuous improvement in the prevention of environmental pollution, minimising the impact of activities that generate air emissions, as well as those that may release substances harmful to the ozone layer;
- Guarantee of compliance with applicable environmental legislation and, more generally, with sector-specific regulatory requirements, with reference to the outcomes of the Initial Environmental Analysis and periodic document reviews.;
- Safeguarding the safety, hygiene, and health of personnel in our operations, with full awareness that injuries and occupational illnesses can be prevented through the implementation of appropriate work procedures. The safety and well-being of employees, contractors, and third parties operating on behalf of **Novation Tech** are regarded as a primary priority, both from a preventative perspective and in terms of protection and emergency response;
- Implementation of continuous consultation and engagement with personnel and their representatives, aimed at promoting awareness of health and safety matters and enhancing the overall effectiveness of the management system.
- Implementation of organisational and technical measures to eliminate and/or reduce health and safety risks, promoting active participation of workers and their representatives, including through awareness-raising programmes, specialised training, and the reporting of near-misses or hazardous situations;
- Commitment to the continuous improvement of the management system and performance in the field of occupational health and safety, through activities such as audits, internal monitoring, incident management, and review of results to identify opportunities for enhancement.
- Ongoing monitoring of compliance with the Code of Ethics, Model 231, and MOD.37.02.

Specific objectives aligned with the strategic vision outlined herein, measurable targets, and operational programmes for the pursuit of the Quality, Environment, and Safety Policy, as well as resource allocation, are defined and updated with the input of all process managers during the periodic Management Review meetings of the Quality, Environmental, and Safety Management System.

“Our success is measured by the satisfaction of our clients, which is achieved through respect for the environment, the safety and well-being of our employees, and a continual commitment to working in a manner oriented towards sustainability and competitiveness.”