

COMPANY POLICY

for *Quality*, *Environment*, *Safety* and **Social Responsibility**

IMESA undertakes to work to ensure that its activities are of benefit to all interested parties in the Company and the results in harmony with its Integrated Policy, in full compliance with the provisions of the law, regulations, standards and reference standards.

IMESA is a market leader in the production of medium and low voltage electrical panels and systems, SF6 insulated switch-disconnectors for indoor and outdoor medium voltage, supervision and control system, electrical system

The definition of this policy and the consequent identification of the general and specific objectives for the period arise from a careful analysis of the context in which the Company operates, its organizational structure, the nature and size of the environmental impacts and risks of the organization, the results achieved and the actions to be implemented, as well as the requests of workers and interested parties.

With this in mind, the Company has decided to adopt an integrated Management System with an approach based on the management of risks and opportunities, which refers to the Voluntary Standards:

- ISO 9001 quality
- ISO 14001 environment
- ISO 45001 workplace health and safety
- SA8000 Social Responsibility

IMESA, to give greater emphasis to respect for ethical and social principles, has decided to promote Social Responsibility and adhere to the principles of the international standard SA8000 which is a system for the protection of workers' rights.

IMESA undertakes to respect and apply the 9 requirements of the SA8000 Standard.

At the management level, the Company's goal is to achieve maximum customer and stakeholder satisfaction, and develop its competitiveness and profitability in strict compliance with current legislation and some fundamental principles such as:

- ensuring the continuity and reliability of its products and services;
- timeliness and effectiveness in ordinary and extraordinary management, as well as emergencies;
- the prevention and reduction of the environmental impact associated with the activities;
- the commitment to prevention regarding safety in the workplace;
- the protection of the health and safety of workers;
- attention to the customer;



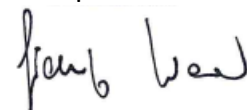
- the protection of workers' rights, including the prohibition of discrimination, respect for working hours, the guarantee of adequate remuneration, compliance with contractual and administrative rules;
- the habitual and widespread use of control and IT systems;
- the commitment to involve and consult workers, including through their representatives for safety and for SA8000;

The responsibility for the management of health and safety in the workplace, environmental management and the rights of workers and interested parties concerns the entire company organization, each according to their own powers and skills.

To achieve the above, the Company undertakes to optimize its business processes in order to ensure management according to criteria of efficiency, effectiveness and cost-effectiveness.

Jesi, 23/01/2023

IMESA Spa
Giampiero Schiavoni



REFERENCES SA8000:

Certification Body

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Accreditation Body

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