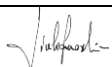
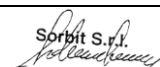
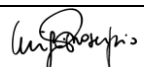




COMPANY POLICY

Card S-05/1
Revision 1
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The management of Sorbit S.r.l. has established that in order to consolidate its reputation and ensure a growing market penetration, our company must guarantee to provide outstanding levels of service that highly fulfil our clients' requirements and expectations, by constantly improving in the following areas:

SYSTEM

Sorbit S.r.l. considers it essential to apply a Risk-based thinking approach to its Company Policy, in order to implement the most suitable actions to identify with, evaluate and manage risks and opportunities of its Quality, Environment, Health and Safety Management System and with all the processes that constitute it.

For this reason, the Management is committed to produce evidence that demonstrates that risks have been identified and that actions proportional to their consequences have been taken, and to carry out periodic review activities of these actions.

Awareness and an adequate sense of proactivity in managing one's risks are promoted at all levels.

Sorbit Srl is committed to constantly improve its management system of the process, making it increasingly computerized and automated, in order to reduce human errors and to ensure the inviolability of the data.

QUALITY

Sorbit S.r.l. shall deal exclusively with suppliers that meet the company's requirements, in order to guarantee clients' satisfaction.

Sorbit S.r.l. is committed to guaranteeing consistent and excellent quality performance.

Sorbit S.r.l. is committed to increase clients' satisfaction through the effective implementation of its Management System, including continuous improvement processes, ensuring adherence to the standards and/or to the clients' requirements and/or to any applicable laws.

Sorbit S.r.l. is committed to guaranteeing to their clients that all tasks are completed in the most timely manner possible, and aims to reduce average delivery time.

Sorbit S.r.l. is committed to constantly reducing external and internal waste.

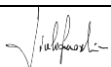
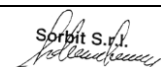
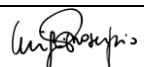
Sorbit Srl is committed to get more qualifications from national and international qualifying bodies, in order to work in accordance with the standards and the increasingly restrictive regulations, completely satisfying the requirements.

Within this activity in particular, and more generally at work, all ideas and suggestions for improvement are welcome.

HEALTH AND SAFETY

Sorbit S.r.l. is committed to managing in a coordinated manner all activities, facilities, company resources and their interaction, in order to guarantee control and continuous enhancement of Health, Safety and Hygiene standards, through a definite set of rules:

- to reduce/eliminate any human cost due to a non-effective Health & Safety Management (e.g. injuries, occupational illness).
- to reduce/eliminate all costs related to sanctions, compensations, production interruption.
- to develop a company culture and to strengthen staff's motivation and sense of belonging.
- to improve the company's image on the market.
- to inform each visitor about the general safety rules to be respected and the possible risks existing in the production department in order to prevent accidents and ensure a safe stay.
- to reduce insurance premiums.
- to build a better relationship with the supervisory authorities, the population and local authorities.
- to conduct, where necessary, investigations (both environmental and on the operators' working conditions) to ensure a safe and healthy working environment, both for employees and for the neighbourhood.
- to promote a Safety Culture, supporting all attitudes that tend to prevent accidents (near misses).
- to guarantee a rapid and effective response in the event of sudden local, national, global emergencies, both of catastrophic nature (natural and climatic events) and of a health nature (pandemics, famines), to protect the health of its employees
- guarantee an appropriate level of confidentiality of information, ensuring data and IT resources are protected against unauthorized use.

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ENVIRONMENT

Sorbit S.r.l. is committed to guaranteeing that all practices are carried out in compliance with environmental protection principles, preventing any form of pollution - soil and subsoil pollution, internal and external noise pollution, air pollution - by reducing emissions, improving waste management and aiming at a continuous and reasonable enhancement of machinery efficiency, to ensure competitive performance based on the economically viable application of the best available technology, seeking the best available technologies that have the least impact on the environment.

Sorbit S.r.l. considers Environmental Respect as a key principle of its industrial business activities and is committed to support an Environmental Management System, which conforms to all applicable environmental laws, and integrates with our Safety and Quality System. Sorbit S.r.l. also undertakes to proactively conduct any environmental analyses and investigations to demonstrate correct operations in terms of environmental respect and protection.

SOCIAL

Sorbit S.r.l. appreciates the importance of communicating with its employees and encourages their professional growth and development - through information, education and training programs at all levels.

Sorbit S.r.l. is committed to guaranteeing work continuity, in order to ensure both the company's and the employees' continuous development.

Sorbit S.r.l. is committed to hiring employees from different ethnic groups and/or people with disabilities and fostering their smooth integration in the workplace.

Sorbit S.r.l. has appointed the "Equal Opportunities Committee" and the "Responsible for inclusive and gender equality policies", in accordance with Law no. 162/2021.

Sorbit S.r.l. is committed to reduce and eliminate any work-related stress, caused by environmental or psychosocial factors, associated to the workplace.

Sorbit supports, through sponsorships, social and youth activities to facilitate the aggregation of the community, both in sport and in personal growth.

COSTS AND PRICES

Sorbit S.r.l. is committed to guaranteeing that all the above mentioned advancements will help to reduce management costs, which will bring benefits to all employees and citizens.

Sorbit S.r.l. is committed to guaranteeing competitive prices to their clients at all times.

EXPLICIT COMMITMENT

For all the above mentioned reasons, the management of Sorbit S.r.l. has implemented its Management System, in compliance with all applicable laws and as outlined by UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015 standards.

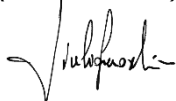
This Management System will constantly monitor all interested functions, including clients and suppliers, in order to achieve the objectives that were initially set after an accurate analysis of all processes (Quality, Environmental, Safety and Social), and defined under the "Management Program". These objectives are regularly monitored, reviewed and integrated within periodical meetings between the functions managers and the top management.

The management of Sorbit S.r.l. is committed to ensure that all the contents of its Management System will be shared, understood and agreed by all employees and partners, who will play an active role in the implementation of our policy.

The management of Sorbit S.r.l. has appointed a representative, RGQ - RGA, which is the responsible for Quality and Environment and - under the advice of the workers' representative - shall appoint a Health and Safety Manager (RSPP), who should possess adequate professional proficiency required by the Law d.Lgs.81/2008. The company shall provide the appointed managers with the authority and the necessary tools to achieve all the goals outlined in our management program. Sorbit S.r.l. has also implemented the "Organization, Management and Control Model" (supersedes to Legislative Decree 231/2001).

Our company policy statement is available upon request.

SOLE DIRECTOR
(Giulio Somaschini)



Workers' Health and Safety Representative
(Kadiri El Habib)

