

	<p style="text-align: center;">ANNEX C</p> <p style="text-align: center;">INTEGRATED POLICY</p>	Issued by: DDQA
		Approved by: AD

N° rev.	Data	Descrizione revisione
9	31/01/2019	Revision of Pdq for year 2019
10	28/05/2019	Updated the reference to UNI EN 9100:2018
11	14/06/2019	Integrated policy with environmental, health and safety and social responsibility
12	19/07/2019	Integrated policy with financial responsibility, export controls and economic sanctions, protection of sensitive data, reporting of illegal conduct and management of raw materials aspects.
13	31/01/2020	Revision of Pdq for year 2020
14	29/01/2021	Revision of Pdq for year 2021
15	03/05/2021	Rewriting and integration of the entire Pdq 2021
16	28/01/2022	Revision of Pdq for year 2022 and integration with cyber security
17	31/01/2023	Revision of Pdq for year 2023
18	31/01/2024	Revision of Pdq for year 2024
19	01/04/2024	Revision of Pdq for implementation of ISO 14001:2015
20	31/01/2025	Revision of Pdq for year 2025
21	29/01/2026	Revision of Pdq for year 2026

The Chief Executive Officer of VI-DA, on behalf of the entire Management, declares himself satisfied with his collaborators for the results obtained in maintaining the Integrated Management System compliant with the requirements expressed in the ISO 9001:2015, ISO 14001:2015, EN 9100:2018 Standards and TISAX Label, in meeting customer requirements, maintaining environmental, occupational health and safety, social responsibility and information security standards and making a strong commitment to implementing investments aimed at corporate sustainability.

During 2025, the company has committed, on a voluntary basis, to editing its first Sustainability Report, which can be consulted on the company website.

This Policy intends to affirm the company's commitment to respect for human rights, aspects related to financial responsibility, export controls and possible economic sanctions, the protection of sensitive data, the reporting of illegal conduct, the management and choice of raw materials, the environmental respect and protection.

VI-DA s.r.l. is aware that a responsible economic strategy, focused on the problems of workers' health and safety, on sustainability, on environment, quality, social responsibility and on information security is essential for the company's future and for the safeguarding of all stakeholders and subscribes this commitment to maintain the orientation for the integrated policy, described below. It undertakes to ensure that the principles expressed herein are shared and observed by all interested parties, including its own supply chain, through the publication of this Integrated Policy and the Code of Ethics on the company website (www.vi-da.com).

VI-DA is always projected towards investments in advanced technologies and the search for new resources to be included in the company workforce.

The Management intends to adopt a management line of conduct that allows the promotion and support of activities aimed at achieving the following fundamental objectives and commitments:



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Compliance with mandatory laws and regulations: commitment to comply with all applicable laws and to follow all commonly accepted principles of business ethics, such as transparency, honesty and loyalty, also ensuring updating to continuous legislative and regulatory changes.

Protection of health and safety: ensuring employees a healthy, safe workplace that complies with the laws on safety and health, minimizing the risks of fires, accidents and occupational diseases. Involvement of workers in the constant improvement of health and safety in the workplace, providing appropriate training / information and the right to access health prevention.

Workplace ergonomics: ensuring a workspace suitable for the worker with the aim of reducing the risk of injury, improving comfort and increasing productivity.

Machine safety: guaranteeing the efficiency and safety of machines and systems through a system of periodic checks and maintenance.

Personal protective equipment: ensure the availability and suitability of personal protective equipment.

Emergency preparedness: developing safety plans and procedures, alarm systems and means of intervention to contain the effects and minimize the danger in emergency situations; ensure that circulation and evacuation routes are prepared and that these are always accessible.

Responsible management / handling of chemical products: ensure the commitment to eliminate or minimize the risks arising from the use of chemical products, through the constant updating of the "Chemical Risk Assessment" document. Ensure the correct use / storage / handling of chemical products by respecting the provisions of the safety data sheets.

Customer Satisfaction: maintaining full Customer satisfaction in terms of Quality of the product supplied and On Time Delivery.

Increase the order book by retaining commercial relationship with historical Customers, expanding the production range (through the inclusion of new technologies) and searching for new customers.

Pursue the achievement of the established commercial targets: as indicated in the company objectives (for example the maintenance of the overall turnover).

Production efficiency: maintaining production efficiency through constant monitoring of production.

Maintaining the company image, through the manufacture and delivery of products that are always compliant with the requirements and free from defects, guaranteeing the transparency of financial and economic activities and export controls. Maintenance of high standards of quality and service, understood as punctuality of deliveries and maximum availability in terms of support to customers.

Safety Requirements: Maintain continuous improvement of safety performance by promoting and maintaining a positive safety culture (Safety Culture and Just Culture) within the organization (competence and awareness). Ensure that responsibility for safety is understood, implemented, and maintained by all managers and ultimately throughout the organization.

Sustainability: respecting the environment, using natural resources and raw materials responsibly with the aim of promoting sustainable development and protecting the rights of future generations. Prevent pollution and take appropriate impact mitigation measures. Adopt the technological processes that offer the lowest environmental impacts, where technically and economically sustainable.

Environmental policy:

- ensure all possible measures to prevent any possibility of pollution, using the best economically compatible technologies;



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- promote the conservation of environmental resources with actions aimed at saving energy and limiting water consumption;
- promote the use of renewable energy sources;
- minimize the environmental impacts associated with its activities (internal and external to the headquarters), through a specific evaluation of the aspects, assuming proper waste management for each activity present in the company and carefully monitoring its environmental aspects with particular regard to the consumption of auxiliary materials, the quality of water discharges, diffuse emissions and in the atmosphere (GHG emissions).

Ethical Code: refusing to engage in illegal, unfair or questionable behavior (towards the community, public authorities, customers, employees, competitors) to achieve economic objectives, which are pursued only through excellent performance, quality, competitive products and services based on experience, customer focus and innovation. The complete document "Ethical Code" is available on company website (www.vi-da.com).

Conflict Minerals: use natural resources and raw materials that do not come from conflict zones, with the aim of countering the violence and violations of human rights affecting the aforementioned areas (Democratic Republic of Congo "DRC" and surrounding nations).

Export Control: Ensure adequate controls to protect national security and foreign policy, so that exports are kept out of the reach of unauthorized parties and that goods are not used for unauthorized purposes.

Raise awareness among staff and suppliers in order to promote and encourage the content of this policy and to encourage their active participation in continuous improvement, as well as to report and communicate any illegal conduct, violations of privacy, data or sensitive information.

Information security (Cyber Security): information is a fundamental element of VI-DA's business, so it becomes a top priority to protect Customer information by using it exclusively as requested by them.

VI-DA intends to consolidate the Customer's trust and protect its corporate information, establishing rules to ensure the integrity, confidentiality and availability of information, to protect its employees, collaborators and interested third parties.

The objectives that the Management intends to pursue in the field of cyber security are:

- constantly improve the perception of reliability that the Customer has in VI-DA in terms of availability, integrity and confidentiality of information;
- continuous improvement, in compliance with current laws on privacy and confidentiality, of the physical and logical security of the corporate information assets;
- reduce accidents involving legal liability and diminished credibility;
- analyze and assess the possible weaknesses and vulnerabilities of the corporate information system in order to mitigate the risks that have emerged;
- improve the awareness of personnel, at all levels, regarding information security risks;
- guarantee the operational continuity of company processes;
- ensure the protection of information, particularly sensitive data, and corporate know-how.

To facilitate the achievement of these results, CEO assumes the tasks of:

- decide, with the collaboration of the other internal managers (and submit to periodic review) a set of measurable objectives to be achieved in the operational management of the organization's fundamental areas of activity;



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- establish the most appropriate monitoring methods in order to verify the degree of achievement of the established targets;
- make available the resources necessary for carrying out and controlling the activities and their continuous improvement;
- promote the awareness of staff, at all levels of the organization, in the application and improvement of the integrated management system for quality, environment, health and safety at work, social responsibility and information security;
- communicate, within the Company, his intentions and objectives, through the dissemination of this Integrated Policy and the Annual Business Goals Plan for the year 2024, so that they are understood and supported at all levels of the organization.

The CEO considers the active collaboration of all company personnel to be of fundamental importance.

To this end, he intends to spread this Policy as widely as possible, ensuring its periodic review; at the same time, all the managers of the organization are expected to ensure, in their own sector of competence, the full operational implementation of the Integrated Management System so that each collaborator is aware of their role and their importance in achieving the company objectives.

Chief Executive Officer

Beltrami Massimiliano