

Corporate Values and Missions

Aware of the importance of adopting and implementing a competitive business model, based on the excellence of the quality of its products and related production processes, and pursuing equally relevant strategic objectives such as the protection of the planet, an objective that can only be achieved through sustainable development, respectful of the environment, safety and human dignity, EXCEN has established this Integrated Policy, inspired by the following founding principles:

- being recognized in the market as a reliable partner for all its customers and collaborators. It is acknowledged for the excellence of its products, as well as for its respect for society and the planet in which we live. This is thanks to its consolidated experience, capacity and resources in the explosion-proof transformation of electric and diesel machines and in the production of equipment suitable for use in areas with potentially explosive atmospheres;
- offering products that guarantee the success of the company and its customers;
- seeking excellence in every field through a continuous process of improvement.

EXCEN firmly believes that the employees are a vital and integral part for the pursuit of its Mission. EXCEN is confident that with the support and commitment of all the employees, the most ambitious results can be achieved.

EXCEN aims to achieve the above by ensuring full and total compliance with current legislation and European, national and regional regulations regarding activities and products in the field of business ethics, environmental protection, health and safety of workers.

EXCEN recognizes that a comprehensive understanding of customers' needs, and indeed all stakeholders, and the proactive management of their expectations, are essential to ensure optimal satisfaction.

EXCEN believes that value creation through industrial processes must be accompanied by the innovative and sustainable use of natural resources, for the benefit of local communities and all stakeholders. Therefore, every form of growth is pursued by us on the basis of the principles of Sustainable Development in which medium and long-term choices are accompanied by constant commitment. The fundamental principle is that achieving excellence in product quality, environmental protection, ethical and social values, and profit is not in conflict with each other, but rather constitutes a strategy for the success of today's and tomorrow's society. EXCEN is committed to protecting the rights, health and safety of workers, in compliance with the provisions and regulations in force on the subject, also committing itself to unconditionally pursuing the following principles:

- not using child labor;
- not resorting to or support any form of "forced labor";
- respecting freedom of association and the right to collective bargaining;
- ensuring working conditions that do not harm the health and safety of workers in any way;
- fighting all forms of discrimination by pursuing respect for diversity among individuals, through integration, training and awareness-raising policies;
- condemn all illegal or unlawful conduct, which may conflict with individuals' dignity or physical and/or moral integrity.

⇒ QUALITY OBJECTIVES:

- Safety:** ensuring that machines and equipment made to operate in environments with a potentially explosive atmosphere comply with the relevant directives and regulations and meet customer expectations;
- Flexibility:** the ability to recognise and respond to the needs of customers, shaping their working method according to their requests.
- Reliability:** designing the products in such a way as to guarantee their correct functioning over time, under the intended conditions of use;
- Timeliness:** compliance with delivery times agreed with the customer;
- Assistance:** supporting its customers in the best possible way in the after-sales activity and taking advantage of the opportunities for continuous improvement that come from interacting with users;
- Competitiveness:** finding the right balance between best service and price convenience;

⇒ ENVIRONMENTAL OBJECTIVES:

- Safety:** ensuring that the way of working and activities do not pose risks to people and the environment in which EXCEN operates;
- Identify** and adopt measures to limit the consumption of resources, prioritising the most advanced technologies;
- Contain**, reduce and eliminate the impact of its environmental impact;
- Pursue**, with appropriate adjustments, systematic compliance with laws and regulations that protect the environment and health, taking into account current developments and climate change.



QUALITY, ENVIRONMENT AND SAFETY POLICY

The company is committed to making investments aimed at reducing greenhouse gases and producing energy from renewable sources, reducing CO₂ emissions, thus eliminating, in the long-term, the use of energy and fossil fuels and pursuing technology innovation to improve the sustainability of products.

Further commitments are aimed at:

- controlling the use and consumption of resources, focusing on raising staff's awareness of "responsible" consumption and attention to the environment;
- reducing energy needs and greenhouse gas emissions, using alternative or renewable sources to meet part of their energy needs;
- managing, preserving and, where possible, optimising the use of resources;
- identifying the significant environmental aspects of its activities, assessing their impacts on the environment and controlling them;
- minimising the production of pollutants in the context of activities that can be directly influenced according to criteria of feasibility and economic sustainability.

⇒ GOALS RELATED TO HEALTH AND SAFETY:

- **Safety:** ensuring that the way of working, the activities and the products do not present risks to the health and safety of its workers and third parties;
- **Identify** and adopt preventive and protective measures to eliminate or minimize risks;
- **Pursue**, with appropriate adjustments, systematic compliance with the laws and the regulations that protect the health and safety of its workers.

Compliance with Health and Safety conditions is considered an essential element for a company that prioritizes risk prevention in the workplace and safeguarding all individuals involved, as a key factor in competitiveness and standing out, but also as an affirmation of a social commitment. The Company, through all its managers, undertakes to ensure that:

- machines, plants, equipment, workplaces, operating methods and organizational aspects are realized and designed to safeguard the health and safety of workers, company assets, third parties and the community in which the Company operates;
- responding quickly, effectively and diligently to emerging needs in the course of daily work activities;
- the consultation and participation of workers and their representatives in the development, planning, implementation, evaluation of performance and actions for improvement is guaranteed;
- cooperation between the various company resources and collaboration with the responsible bodies are promoted;
- safe and healthy working conditions are provided and appropriate company procedures and standards are defined to which all personnel must adhere with the constant aim of preventing accidents, injuries, work-related injuries and illnesses.

All company activities must be aimed at meeting the ultimate goal of ZERO ACCIDENTS, which can only be achieved by involving and empowering all parties, both inside and outside the Company. A culture of safety in all sectors must be supported and encouraged through information and the adoption of effective behavior from the top of the company to all levels of staff. The ultimate goal is to create workplaces where people work every day with a sense of joy and pride.

In order to make the INTEGRATED MANAGEMENT SYSTEM effective and functional, the **EXCEN MANAGEMENT** undertakes to:

- ✓ **Maintain the Integrated Quality, Environment and Safety Management System** in compliance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI EN ISO 45001:2023 based on a risk-based thinking approach, allowing the organization to determine the factors that could generate process deviations from the reference requirements and implement preventive controls to minimize negative effects and take better advantage of the opportunities offered by the market.
- ✓ **Manage** its activities in such a way as to ensure not only continuous compliance with the provisions and regulations in force, but also the ongoing improvement of all its services;
- ✓ **Monitor** the results achieved by carrying out audits of system activities;
- ✓ **Enhance** the internal human resources assets through training and education programs, ensuring the involvement of workers within the integrated management system and in particular their Representatives;
- ✓ **Ensure** compliance with regulatory requirements to ensure the conformity of the ATEX and IECEx product, also ensuring the traceability of the product in all its work phases;
- ✓ **Ensure** the correct management of internal product non-conformities and communication of any problems to the customer and certification bodies;
- ✓ **Support** all function managers in constant support and discussion with their associates, contributing to the development of an efficient and proactive work environment;
- ✓ **Empower** all personnel for the correct performance of system activities, involving them in the improvement objectives and in the definition of the quality and environmental system development plans;
- ✓ **Investing**, to create a work environment where activities are carried out in an orderly, comfortable way and to guarantee the safety of all workers and the surrounding environment.

The
President
Rossana Pacetti