

## Quality, Environment, Health and Safety at Work Policy

Our mission at System Ceramics is to create long-term and sustainable economic, social and environmental value for customers, employees and the wider community that we operate in. System Ceramics wants to be a global leader, a partner of the main global manufacturing groups with industrial solutions for ceramics and digital printing. Our intention is to grow through innovation, which has always distinguished System Ceramics, in a way that's customer-oriented in terms of products, services and business models to generate even greater value for customers and for the company itself.

Our values at System Ceramics are as follows:

- **Respect:** for people, rules, local communities, environmental and economic resources. Respect implies rigor and integrity.
- **Responsibility:** for the consequences of one's decisions and actions, responsibility to lead by example, practice fair leadership, reward merit, nurture talent, achieve results and to be committed. Even collective responsibility starts with individual accountability.
- **Knowledge as professional and personal growth.** Knowledge comes from culture, education, training, research, experience and relationships. Sapere Aude: dare to know!
- **Passion:** for the product, innovation, excellence, beauty, work and performance. Passion allows us to envision results even before achieving them.

Furthermore, System Ceramics considers the health, safety and well-being of employees, suppliers, customers and interested parties to be a priority, and believes that we can only make the business sustainable and protect the future if we respect the environment.

Everyone is responsible for the protection of health, safety, and the environment.

Top management, all supervisors and managers are responsible for HSE management by eliminating sources that could harm people, the environment, and assets.

The QHSE themes are given the same consideration as all other critical business activities and the continuous improvement of the workplace processes, activities and environment is considered fundamental.

For full customer satisfaction, all entities undertake to design innovations, products, solutions, and services to provide the best safety and environmental performance standards.

That's why System Ceramics is committed to:

- 1) Strengthen prevention and protection to avoid injuries, near-miss events, and occupational illness.
- 2) Pursue the objective of protecting the environment, minimizing our impact on it.
- 3) Increase the awareness and culture of health, safety, and the environment among all employees through a complete training program.
- 4) Comply with all applicable HSE laws and rules.
- 5) Achieve improvement objectives following the measurement, evaluation and reporting of benefits.
- 6) Involve and consult all workers, including through their representatives, for the improvement of safety and health in the workplace.

This document provides a framework for setting quality goals, the environment and safety at work and the principles expressed in this document are supported by a concrete desire to constantly improve the Quality Management System and the Workplace Environment, Health and Safety Management System.

The organization hopes that every worker, within the scope of his/her role and responsibility, will uphold these principles.

Fiorano Modenese, 26/05/2023



**Luca Bazzani**  
Chief Executive Officer