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**TITLE**

**COMPANY POLICY FOR QUALITY, ENVIRONMENTAL MANAGEMENT,  
HEALTH AND SAFETY IN THE WORKPLACE AND SUSTAINABILITY**

**SUMMARY****1 Top Management Policy**

<b>10</b>	21/02/2025	<b>Name/Signature</b>	---	---	 R. Vespa
<b>09</b>	28/01/2025	<b>Name/Signature</b>	---	---	R. Vespa
<b>08</b>	04/07/2024	<b>Name/Signature</b>	---	---	R. Vespa
<b>07</b>	10/03/2020	<b>Name/Signature</b>	---	---	R. Vespa
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<b>03</b>	29/12/2014	<b>Name/Signature</b>	---	---	R. Donati
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## 1 Top Management Policy

MITAmbiente Srl primarily carries out road transport and national and international shipments of radioactive materials, special fissile materials and radioactive waste. It also carries out transport, brokerage and treatment of special waste (hazardous and non-hazardous) and the packaging and shipment of dangerous goods in general. All activities can be part of public or private contracts and form part of complex orders (such as, for example, decommissioning).

At the shipping and receiving plants operated by third parties, the Company also carries out activities complementary to transport such as, by way of example and not limited to: the processing and handling of materials, the packaging of packages, the dismantling of plants or parts of them, as well as specialist consultancy activities.

The Company's objective is to consolidate and increase its leadership position in Italy in the scope of its activities, with constant attention to scientific and technological progress. The Company intends to increase its innate propensity to operate in partnerships with other large companies at a national and international level, also by establishing strategic relationships of collaboration and exclusive representation, both in the field of radioactivity and in that of special waste.

The Top Management promotes the adoption of a corporate management system with an integrated perspective on the aspects of quality, environment, workplace safety and sustainability.

In compliance with the requirements of ISO 9001 and ISO 14001, the Management intends to maintain the quality of services at a level that satisfies the contractual expectations expressed and implicit of the Customers, in compliance with the current laws and regulations. To do this, the Management undertakes to collaborate constantly with the Customer and, where possible, with the Competent Authorities responsible for controlling the activities.

Regarding health and safety aspects at work, MITAmbiente considers the protection of workers and respect for human rights a fundamental and essential element of the overall company management.

It is a commitment for everyone that is manifested not only in the respect of safe and correct behaviors in carrying out one's work, but also in constantly creating the most suitable conditions for this to happen. Furthermore, company management is based on the reduction of the environmental impact deriving from the services provided, considering economic and social factors.

MITAmbiente's specific commitment is also to carry out its business while maintaining a high level of safety for staff, the population and property, with constant attention to environmental sustainability. This commitment extends to all company activities both at the headquarters and at third-party sites.

The company's top management, also aware of the social role that its activities can play, and of the constant environmental and safety implications peculiar to the services it provides, has decided to formally commit to prevention and protection activities not only towards employees, but also towards all interlocutors who interact with the Company along the value chain, including suppliers, contractors and subcontractors, customers and the public in general.

The vision and essential values in terms of health and safety at work can be summarized as follows:

- elimination of risks and, where this is not possible, their reduction to a minimum through the development and implementation of appropriate training programs, the adoption of working methods, and the use of appropriate preventive, protective, and work organization measures;
- full compliance with mandatory and voluntary legislative and regulatory provisions;
- implementation of a health and safety management system at work in compliance with the ISO 45001 standard and commensurate with the risks present, the knowledge and continuous updating of which are guaranteed by the correct management of the "Risk assessment document", in compliance with the legislative provisions in force;
- periodic evaluation of technological development and company organization, with the aim of ensuring safe and healthy workplaces as well as the use of PPE appropriate to the risks present;
- continuous improvement of the health and safety management system through monitoring of specific indicators adopted to detect its evolution;
- development of a culture of safety at work through consultation with staff, particularly when there are changes that may affect these aspects, and the promotion of dialogue and discussion with all stakeholders (public authorities, communities, associations, etc.) considering their requests and activating appropriate participation and communication tools.

The Company follows a Code of Ethics developed starting from the introduction of a certified system of social responsibility management in accordance with the SA 8000 management model and continuously improving, demonstrating a real commitment needed to ensure a responsible future.

This commitment is reflected in the Company's aspiration to continuously improve its internal processes, seek customer satisfaction and protect jobs. To this end, the Company incorporates principles of sustainability, inclusiveness and gender equality into its strategy and culture, constantly seeking opportunities to improve and adapt to an ever-changing world.

For aspects relating to radiation protection, MITAmbiente adopts a policy that follows the ALARA (As Low As Reasonable Achievable) principle, pursuing the constant objective of reducing exposure to ionizing radiation for personnel and the population to zero, taking into account economic and social factors.

The measurable objectives of the health and safety management system can be summarized in research and commitment to achieving the elimination, or maximum reduction, of accidents in the workplace and occupational diseases.

The Company considers sustainable development a functional and fundamental growth model, constantly striving to achieve a reduction in the environmental impacts due to its activities (for example through the study and analysis of the carbon footprint produced), including the prevention of pollution and the alteration of environmental matrices.

In this perspective, the commitment to continuous improvement of the environmental management system allows the Company to increase its environmental objectives.

The Company intends to pursue and promote ethical working conditions and improve the applicable aspects of social responsibility, respecting and promoting human and workers' rights, ensuring safe and healthy working conditions.

The Company is committed to promoting gender equality and inclusion within its organization, in accordance with current regulations and its Code of Ethics, adopting policies and practices that aim to bridge gender gaps, ensuring equal opportunities for growth and professional development for all employees.

Through the auditing system, the Company constantly monitors and evaluates progress in key areas such as corporate culture, governance, processes, human resources, compensation equity and work-life balance. This commitment not only strengthens the company's image and reputation but also contributes to creating an inclusive work environment that respects the rights of all workers.

Compliance with the laws, transparency, correct management, trust and cooperation with stakeholders are the ethical principles that inspire the Company, and from which it derives its models of conduct, to compete fairly and effectively on the market, develop the skills and professional growth of its human resources. To this end, the Company promotes its Code of Ethics and is voluntarily registered on the list established at the Prefecture of Milan of suppliers, service providers and contractors not subject to attempted mafia infiltration and in compliance with applicable anti-corruption laws (so-called "White List").

The integrated policy for quality, environmental management, health and safety in the workplace and sustainability is disseminated to all company personnel and interested parties and is subject to periodic review, so that it always represents an updated programmatic document with respect to company and regulatory changes.

This Policy, as well as the Code of Ethics, is displayed and accessible to all MITAmbiente employees and guests and can be freely consulted on the company website.