



ENVIRONMENT, ENERGY, HEALTH & SAFETY POLICY

Approved by the Board of Directors on October 4, 2022

SERI Industrial Group is a major industrial group whose Mission is to accelerate the energy transition to sustainability and decarbonization by controlling the entire supply chain of batteries and plastic materials.

SERI Industrial Group bases its technological and operational excellence on a number of strengths: a flexible global structure, a consolidated ability to configure and customize each product based on specific customer requirements, the ability to coordinate and integrate an articulated network of suppliers while respecting the established deadlines and budgets, and a strong orientation to investing in Research and Development activities.

SERI Industrial Group expresses its commitment to an increasing sustainable development through:

- the promotion of the culture of sustainability, including in relations with Institutions and the world of Universities and research;
- the continuous improvement of health and safety conditions in the workplace;
- the reduction of environmental impacts and contribution to the fight against climate change;
- the promotion of workers' welfare;
- the adoption of sustainability criteria in supplier selection and qualification processes;
- the support of technological innovation;
- the maintenance of customer satisfaction and trust levels.

Still on the path to consolidating its commitment to sustainability issues, SERI Industrial Group is in compliance with the Principles of the Global Compact by contributing concretely to the achievement of specific Sustainable Development Goals (SDGs) as contained in the Global Agenda for Sustainable Development approved by the United Nations.

PRINCIPLES

The principles adopted by SERI Industrial Group as reference for the management of the Environment, Occupational Health and Safety as well as Energy issues and Energy performance include:

- compliance with the relevant international, national and local legislative regulations in force;
- the aim of continuous improvement in environmental, occupational health and safety and energy performance, promoted through the development of Policies, Guidelines, and the adoption of Management Systems certified in accordance with adopted regulations and reference standards;
- the involvement of the necessary resources to ensure the systematic implementation of practices and operations to improve energy efficiency;
- involving and promoting the awareness of employees and suppliers in the process of safeguarding the Environment, Occupational Health and Safety, and in the process of continuous improvement of energy performance, also through training and/or information activities;
- satisfaction of stakeholder expectations and formal obligations undertaken by the SERI Industrial Group as a fundamental prerequisite to the creation of value and the promotion of Sustainable Development.

COMMITMENTS

SERI Industrial Group is committed to convert the principles into the following actions:

About Environmental protection:

- Assess the environmental risks and impacts of its activities and processes - including those relating to accidents on air, water and soil matrices - as well as manage environmental aspects by overseeing their risks through precautionary and preventive principles;
- Promote the use of the best available technologies, the use of products with lower environmental impact and the use of energy from renewable sources;
- Implement improvement plans aimed at the containment and reduction of its own emissions to air, water and soil, the continuous efficiency improvement of the company's energy performance through the establishment of an energy policy, the minimization and proper waste management;
- Implement improvement plans aimed at reducing the impacts arising from the mobility of people, logistics and material procurement;
- Safeguard the natural value and biodiversity of the territories affected by the presence of its sites through the implementation of appropriate environmental measures and controls;
- Pursue a sustainable and efficient management of water resources in areas where the Group uses them most intensively;
- Design products according to the principles of sustainability and circular economy through responsible use of natural resources and targeted use of new raw materials in production processes.

About Occupational Health and Safety:

- Constantly assessing Occupational Health and Safety risks and managing them with the aim of preventing accidents, injuries and occupational diseases;
- Favour the progressive improvement of work environments through the continuous search for products and solutions that comply with ergonomic criteria that raise Occupational Health and Safety standards;
- Ensure that workers receive the necessary training and information on accident prevention and emergency management;
- Constantly recall the attention of personnel working at its sites to be compliant with rules and procedures through awareness and dissemination initiatives, encouraging the growth of a culture of prevention and protection and increasingly responsible individual conduct.

About Energy Management and performance improvement:

- Carry out activities in a way that promotes energy efficiency through the application of the best management and technological solutions;
- To increase the knowledge and responsibility of internal and external staff in order to raise awareness of those involved toward the established goals;
- Establish a commitment to continuous improvement in the energy performance of the Production Unit;
- Define objectives and targets aimed at improving energy performance and ensure adequate information and resources for their achievement as well as ensure their constant monitoring;
- Prioritize the purchase of energy-efficient products and services, taking energy performance into account in design activities and in the criteria for awarding supply contracts to third parties;
- Prioritize the use of energy from renewable sources;
- Enhance synergies with other implemented management systems;
- Collaborate with its stakeholders for a low-carbon energy transition.

REPORTING

This Policy is made available to all employees on the company intranet as well as to all stakeholders on the websites of SERI Industrial Group companies.

SERI Industrial is also committed, through the annual publication of the Sustainability Report, to reporting on performance indicators and company-wide initiatives/activities related to the Environment, Occupational Health and Safety, and Energy.

SERI Industrial is also committed to sharing internally the results of audits on Environment, Occupational Health and Safety, and Energy.

All employees of the SERI Industrial Group, with particular reference to the Executives and Managers of each areas under their responsibility, are responsible for constant vigilance in order to pursue the application of the principles and the achievement of the commitments indicated above.

The individual production units of Group companies may adopt specific site policies compliance with the guidelines defined by this Policy.