

The company CARCO-PRECISION RUBBER PRODUCTS SPA (more briefly CARCO-PRP) proposes a business model that focuses on the needs and expectations of all interested parties, on the attention for the Customer, on the quality of the products, in compliance with safety and environment and in the continuous improvement of its performance.

These are the qualifying factors in an increasingly competitive market but also full of opportunities for growth.

CARCO-PRP is committed to pursuing a policy of continuous improvement of its performance, ensuring safe and healthy working conditions, preventing accidents and work-related illnesses.

In order to achieve the objective of satisfying the expectations of interested parties, protecting the health and safety of its employees and suppliers, as well as guaranteeing the protection of the environment, CARCO-PRP identifies the following principles:

- run its business according to principles of legality, honesty, transparency, committing itself to combating any form of corruption and/or extortion contrary to its ethical principles;
- honor stable agreements with Customers, with particular attention to respecting delivery dates and the quality of products and services;
- explore new technical and technological solutions, broaden the commercial scope and increase the level of penetration in the global market, measure the effectiveness and efficiency of the processes to guarantee an adequate level of margin and prosperity for the entire organization;
- define the objectives and plans to achieve them, through an adequate system of process indicators and with the implementation of appropriate corrective and improvement actions;
- comply with the mandatory requirements applicable to our organization and context;
- manage relationships with collaborators respecting the dignity of the person, without forms of discrimination and involving all staff in the company objectives, through appropriate communication, adequate training activities and through work groups.

QUALITY, ENVIRONMENT, SAFETY

To ensure the achievement of the objectives, CARCO-PRP has implemented a QUALITY, ENVIRONMENT, SAFETY management system according to the reference standards ISO 9001, ISO 14001, ISO 45001 and is particularly committed to:

- undertake all necessary activities to identify dangers and risks in advance and eliminate or reduce them, as well as to reduce and prevent accidents, injuries, occupational diseases and emergency situations;
- identify the environmental aspects of our activities, products and services and their environmental impacts, considering the life cycle perspective;
- undertake all activities necessary to determine the risks and opportunities within our organization; • apply, respect and enforce the laws and regulations, both national and EU ones, encouraging consultation and participation of all interested parties (managers, supervisors, workers and their representatives, consultants, designers, suppliers, contractors and sub-contractors, etc.) according to their skills and responsibilities, to continuously improve their management systems;
- keep the health of workers under control through the application of the Health Surveillance Plan as established by the Competent Doctor, and through the execution of all necessary health checks;
- provide education, information and training for all workers on the management systems adopted and in particular for personnel who has influence on the product and processes;

- guarantee the education, information and training of all workers regarding environmental protection and safety at work and train and educate all staff and other interested parties, so that any emergency situations that may occur in the Company can be addressed;
- involve workers, both directly and through their Safety Representatives, in the application of the fundamental principles of Prevention and Protection, so that they are sensitized to feel involved in the management of their own health and safety and that of other people present in the workplace;
- encourage dialogue, information exchange and collaboration with all interested parties;
- establish the Accident Observatory within the Company, so that every accident, injury or potentially dangerous event is recorded and analyzed, in order to review the risk assessment document when necessary and prevent the event from recurring;
- undertake the actions necessary to achieve the expected results and continuously improve the Quality, Environment and Safety management system.

ETHICAL PRINCIPLES AND PREVENTION OF CORRUPTION

CARCO-PRP, with reference to corruption prevention:

- prohibits all forms of corruption and requires its employees to operate in accordance with the ethical principles of the Group, with loyalty and transparency;
- establishes lines of conduct and control procedures to guarantee transparent, lawful and responsible conduct of all its collaborators;
- maintains administrative and accounting documents to accurately reflect transactions;
- requires its collaborators to promptly and detailedly record any transition;
- encourages reporting without fear of retaliation.

CARCO-PRP implements a risk analysis and management system to prevent corruption and other forms of fraudulent conduct or conduct contrary to the Group's ethical principles.

The Policy intends to consolidate the Code of Ethics that CARCO-PRP has adopted and clearly strengthen the standards and principles that must govern the conduct of the Organization.

CARCO-PRP employees and collaborators are not permitted to make, offer or accept payments or any valuable goods for the purpose of illicitly obtaining or maintaining contracts, commercial relationships, authorizations, tax breaks, or guaranteeing any other improper commercial advantage to the company, both in relations with private individuals and in relations with public companies.

The General Management of CARCO-PRP is committed to implement and support this Policy, to disclose it to all people who work for the company or on its behalf, to make it available to the public and interested parties by publication on our website, to verify periodically the level of understanding and implementation with the tools provided by the Management Systems.

Basiano, 26/05/2022

General Manager