



INTEGRATED POLICY

Quality, Environment, Health and Safety



solari  udine

Our company has always excelled for its **vocation to innovation**, its ability to **anticipate and meet market needs**, and its steady commitment to providing **excellence in products and services**, thus contributing to continuous growth in the global market.

The company's development process is the outcome of an **ongoing dialogue between Executive Board and Management Team**, focused on meeting the **expectations of all stakeholders**, not only in economic and financial terms, but also by pursuing strategic objectives such as:

- Quality of products and services
- Environmental protection
- Health and safety of employees
- Social sustainability
- Enhancement and satisfaction of Human Resources

Supported by a solid corporate culture and continuous investment, our organization is today focused on **building a modern, competitive model** capable of addressing the challenges of the global market, while consistently **integrating the principles of quality, safety, and environmental responsibility**, in full compliance with current regulations.

The Executive Management, supported by the Board of Directors, defines and communicates the strategic objectives, ensuring consistency and alignment across all organizational levels, with full awareness of its social responsibility in preserving and enhancing a company with 300 years of market presence.

Our employees represent a fundamental pillar in the achievement of corporate objectives. For this reason, we promote their **active and responsible involvement**, recognize and enhance individual skills, and support continuous training and professional growth.

The Integrated Management System represents the organizational and operational framework through which the company:

- Ensures continuous monitoring of performance.
- Assesses risks and seizes opportunities.
- Promotes continuous improvement.
- Responds proactively to the needs of the market and society.
- Commits to environmental protection and pollution prevention.
- Ensures safe and healthy working conditions.
- Works to eliminate hazards and reduce risks.
- Encourages involvement and consultation of employees and their representatives.
- Ensures compliance with legal requirements.

This Policy is **shared, understood, and applied** at all corporate levels, and is **communicated to external stakeholders** to ensure that the company's commitment is visible, transparent, and verifiable.



The Executive Management, fully aware of its role and responsibilities within the economic, social, and environmental context in which it operates, and mindful of its historical legacy, establishes this Policy as a reference framework for the integrated management of **Quality, Occupational Health and Safety**, and the **Environment**, committing to the achievement of specific objectives considered particularly important:

1. **Promote a culture of business sustainability across all organizational levels**, fostering shared values concerning quality, environmental protection, and the health and safety of employees.
2. **Continuously guide the organization towards Customer Satisfaction** by understanding and anticipating explicit and implicit needs, fulfilling requirements, and exceeding expectations.
3. **Promote eco-sustainability** across all business functions, from the design phase to after-sales support, ensuring that every process and product – both hardware and software – complies with the company's environmental principles and contributes to the continuous improvement of environmental performance.
4. **Provide service quality** by grounding all activities in trust, reliability, punctuality, and efficiency.
5. **Ensure full regulatory and legislative compliance** in technical, environmental, and occupational health and safety matters, maintaining the system up to date with applicable requirements.
6. **Adopt a risk-based thinking approach**, to prevent issues, seize improvement opportunities, and ensure alignment with the socio-economic context and the stakeholders' needs.
7. **Enhance and develop the skills of employees and collaborators** through continuous training, active involvement, and awareness-raising on quality, environmental, and safety matters.

8. **Build mutually beneficial relationships with all Stakeholders** fostering continuous dialogue with partners, suppliers, and local associations to generate shared value.
9. **Actively engage strategic suppliers**, promoting their awareness and involvement in continuous improvement objectives related to quality, environment, and safety.
10. **Promote environmental protection**, with particular focus on preventing pollution and reducing direct and indirect environmental impacts.
11. **Strengthen customer loyalty** by consolidating relationships built on reliability, continuity, and the ability to respond promptly and effectively to market dynamics.
12. **Reinforce the corporate vision** in a globally competitive context by investing in innovation, strategic positioning, and international reputation.
13. **Encourage the integration of new generations** by creating meaningful job opportunities for young people and students, thereby contributing to the growth of local human capital.
14. **Consolidate and enhance the corporate brand**, strengthening recognition of the core business in reference markets relative to main competitors.
15. **Invest in plants and machinery, processes, and R&D**, aimed at enhancing performance across the entire Integrated Management System for quality, safety, and the environment.

The **Management of SOLARI SPA** is committed to allocating adequate human, technical and financial resources for the implementation of this Policy, ensuring that it is **shared, understood, and applied** by all internal staff and external Stakeholders

The Policy is **reviewed annually** during Management Review or in response to changing needs and is supported by **measurable objectives** monitored through internal audits, compliance checks, and performance indicators.

Udine, 26 May 2025

For Quality

For Occupational Health,
Safety and Environment

THE PRESIDENT

(Dott. Massimo Paniccia)

THE EMPLOYER AND
MANAGING DIRECTOR FOR THE
ENVIRONMENT

(Dott.ssa Katia Bredeon)