

QUALITY, SAFETY AND ENVIRONMENT POLICY

As part of the Nidec Group, Nidec ASI is an international electromechanical company that directly or through its subsidiaries designs, manufactures and installs a wide range of solutions for its customers, including automation systems, electrical drives and electrical generation for applications in the Oil & Gas, Petrochemical, Conventional and Renewable Energy, Marine and Metallurgical markets.

Nidec ASI's product range includes Electric Motors and Generators, low- and medium-voltage drives, AC/DC transmission and distribution systems, energy efficiency systems, automation and supervision systems, and energy storage systems.

Nidec ASI's mission is "To satisfy our/your customers by designing solutions and providing impeccable services throughout the entire life cycle of installations". The organisation is therefore committed to maintaining and developing its competitiveness in the market through strategies aimed at continuously improving the efficiency and effectiveness of its organisation, providing human, technological, and financial resources and specialist skills for the implementation, control and maintenance of its quality, safety and environmental management systems.

The priority objective that we wish to pursue with the implementation of management systems is the satisfaction of our customers through the optimisation of production processes that guarantee reliability, safety and conformity of our products/systems to current legislation, contractual requirements and, above all punctuality in delivery, carrying out production activities in an environmentally friendly context in harmony with the objectives of improving the health and safety of both workers and stakeholders.

To this end, the organisation has established its own "Integrated Quality, Safety and Environment Policy" to obtain maximum efficiency in achieving its objectives.

The Policy is articulated in the following principles:

- ⇒ **Centrality of the Customer:** the existence of the Organisation depends on our Customer; in our daily work, this must translate into rigorous behaviour marked by the utmost commitment, care and attention to the Customer at all organisational levels.
- ⇒ **Attention to people:** people's skills constitute the essence of our Organisation. It is necessary to encourage everyone's contribution by creating an organisational environment that stimulates the assumption of responsibility, operational autonomy and recognition of results, ensuring that all workers are adequately trained, informed and sensitised. Therefore, it is essential to precisely define tasks, responsibilities and the role of each individual in achieving the company's objectives, guaranteeing constant involvement, also through their representatives, in the company's management of quality, safety, health and the environment.
- ⇒ **Sharing:** in order to ensure the maximum involvement of all members of the Organisation in achieving the company's objectives relating to quality, environmental management and occupational health and safety, the organisation shares these objectives with all workers.
- ⇒ **Leadership and awareness:** to ensure the centrality of the person and the effectiveness of sharing, the Organisation requires effective leadership from those who hold roles of responsibility to ensure that all members of the Organisation and all suppliers involved in production processes are aware and motivated of the commitments made, through the promotion of information, education and training activities that ensure the transmission of knowledge essential to the proper functioning of processes and the development of culture and behavioural practices based on environmental protection and occupational health and safety.
- ⇒ **Participation:** our workers are among the most important stakeholders for our Organisation, to be involved through participation and consultation paths, enhancing the experience and proposals for practical solutions, especially of those who are most operational, in the identification and management

of risks and opportunities for Quality, Environment and Occupational Health and Safety.

- ⇒ **Process optimisation and continuous improvement:** the intervention on organisational and production flows must ensure the satisfaction of the "internal customer", i.e. those downstream of the process, determining the continuous improvement of the system's performance through an approach of ever greater effectiveness and efficiency of the processes themselves through constant monitoring and review based on measurable parameters using appropriate indicators.
- ⇒ **Information sharing:** the analysis, organisation, dissemination and exchange of information is another fundamental condition for realising the objective already outlined in the previous point.
- ⇒ **Context assessment:** the organisation accurately evaluates the business context (including nature, size, and significant variations) concerning the environmental impact and the protection of workers' health and safety.
- ⇒ **Involvement of suppliers:** our organisation and those of our suppliers are interdependent, and a relationship of mutual trust improves, for both, the ability to create value. It is, therefore, necessary to develop partnerships and strategic alliances to this end, involving interested parties and in particular, contractors and suppliers operating within or on behalf of the organisation so that they adopt the same criteria for protecting the health and safety of workers and the environment, including by sharing the principles of the organisation's policy and related documentary information.
- ⇒ **Transparency:** the organisation identifies all internal and external stakeholders on which its activities' direct and indirect effects fall to establish transparent and continuous relations based on the sharing of management principles and, where applicable, of the relevant documentary information.
- ⇒ **Compliance with requirements:** full compliance with laws, regulations, the relevant expectations of stakeholders, and internal rules on environmental protection, health and safety at work, safety, and product quality is an essential element of corporate choices and daily operational organisation.
- ⇒ **Risk control:** the protection of the health and safety of personnel and the prevention of pollution or any other form of environmental alteration constitute a founding element of our organisation, which is committed to adopting the necessary risk control measures for both health and safety and the environment by managing all the organisation's processes and activities to prevent accidents, injuries, occupational illnesses and any form of environmental damage, and to communicating its risks to the relevant stakeholders in a transparent manner.
- ⇒ **Planning:** adequate planning of corporate objectives, in particular for safety, health and the environment, and the definition of related milestones, allows for the effective and efficient implementation of pre-established programmes, the continuous monitoring of their progress and the identification and implementation, where necessary, of appropriate corrective actions as a prompt response to nonconformities and a commitment to minimise their occurrence and extent.
- ⇒ **Correct conduct:** the organisation implements routine workplace monitoring activities to assess behaviour and situations to identify performance standards and requirements in line with the promotion of proper behaviour in terms of environmental protection and occupational health and safety, both at its sites and with its customers.
- ⇒ **Environmental impact:** The organisation recognises that respect for the environment and the improvement of its environmental performance must be considered a priority for the Management and all company personnel, and, to contribute to an eco-sustainable development actively, it undertakes through its environmental management system to manage and reduce the direct and indirect environmental impacts related to its activities to achieve a fair balance between the sustainability of planned activities and the results that can be obtained, rationally using energy resources, designing its products with criteria and materials that are aimed at increasingly reducing environmental impact, oriented towards energy saving and for the development of renewable energy sources, operating in the perspective of the Life Cycle of its products paying particular attention to the environmental management of the supply chain.

⇒ **Periodic review:** the policy is periodically reviewed to improve its effectiveness and continued suitability to the organisation, assessing significant changes in the nature and extent of the organisation's risks.

Management is committed to ensuring that the policy expressed in this document is understood, implemented and supported at all levels of the organisation. It constitutes the reference framework for the management system implemented in the organisation's premises and within all the relevant processes, including site and service activities, per the reference standards UNI EN ISO 9001:2015, UNI ISO 45001:2018 and UNI EN ISO 14001:2015. Furthermore, this management system is implemented, documented and kept active to guarantee to all interested parties its soundness, credibility, reliability and effectiveness, and through certification - in the cases provided for - through an Accredited Body.

This policy constitutes the basis for defining the objectives and targets through which the Management aims to pursue the continuous improvement of the management system. It also includes a guide for every evaluation and operational decision made by all personnel at every level and function to improve the organisation's management system.

To pursue these objectives and targets, the heads of the corporate functions and entities, their collaborators and all operational personnel are obliged, in the performance of their activities, to scrupulously observe the directives indicated in the technical and operational prescriptions of the management system and to provide their active contribution so that the system itself is kept up-to-date and continuously improved.

The organisation shall make this policy and any other relevant documentation available to interested parties.

Cinisello Balsamo, 15th May 2021

Quality, Safety and Environmental Policy rev. F

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