

COMPANY POLICY

COMAS S.p.A. designs and manufactures machines for processing tobacco and equivalent materials, food raw materials, cosmetics, for the converting sector and for battery electrode production. COMAS S.p.A. is part of the COESIA business group and shares its business objectives and HSE Policy.

Management believes that business efficiency can be achieved through the commitment of everyone working in and for the Company, ensuring the **continuous improvement** in terms of environmental impact, product and service quality, and worker health and safety, all in compliance with applicable legal requirements. The Company believes that Health & Safety is not just rules, procedures or programs, but a permanent mindset that every worker must embrace and that inspires every business activity.

Management considers training and the active participation of staff in corporate decision-making essential, fully aware that real change only occurs when everyone plays a part. Therefore, it shares the commitments of the Company Policy with all personnel, within the scope of their respective responsibilities and roles.

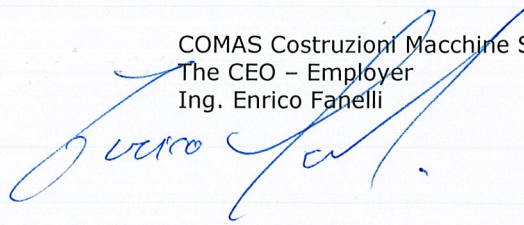
Therefore, COMAS strongly promotes the **culture of Quality, Environment and Safety** sharing its principles with both its employees and external personnel working on its behalf. It views the implementation of an integrated management system as a strategic opportunity to guide company growth.

Management is aware that strategies for business development must start from an understanding of both internal and external contexts, the identification of stakeholders and their expectations and needs, through a systematic process of evaluating threats and opportunities related to the achievement of business goals.

The Company Management is committed to:

- Establishing mutually beneficial and long-term relationships with its customers, maximizing **SATISFACTION** and loyalty;
- Constantly monitoring the evolutions of the **CONTEXT** and stakeholder expectations, both internal and external, to promptly respond to arising threats and opportunities;
- Optimizing management and production **PROCESSES** controlling their effectiveness and efficiency to consistently deliver high-quality products on time;
- Maintaining a commitment to researching and applying the **BEST DESIGN and TECHNOLOGICAL SOLUTIONS** in machine manufacturing;
- Optimizing the **MAINTENANCE** process to reduce production hazards and environmental impacts;
- Selecting and maintaining over time **RELIABLE SUPPLIERS** aligned with company values and who contribute to achieving business goals;
- Prioritizing compliance with **CURRENT LEGISLATION** on environment, workplace health and safety, as well as adhering to the provisions outlined in the Risk Assessment Document;
- Ensuring safe and healthy working conditions and actively working to **REDUCE THE HAZARDS AND RISKS** associated with internal operations;
- Sharing with all workers **INFORMATION ON RISKS** related to their activities; providing and updating their **TRAINING**, with specific reference to their roles; guaranteeing **WORKER CONSULTATION** on health & safety matters, through worker representatives and regular meetings;
- Ensuring, in case of **PLANNED CHANGES**, a thorough prior assessment, and in the event of unexpected changes, a rapid and effective response to maintain the defined levels of environmental, health and safety protection;
- Preparing **EMERGENCY RESPONSE PLANS** for foreseeable situations, training all involved personnel to respond effectively through regular drills;
- Promoting **COOPERATION** and **COORDINATION** among all company resources and with other companies present on-site or at external locations, including through specific periodic meetings; encouraging **COLLABORATION** with business organizations and appointed external authorities;
- Monitoring near misses, in order to significantly **REDUCE** the likelihood of **ACCIDENTS, INJURIES** or other non-conformities.
- Improving **INTEGRATION** of environmental, health and safety aspects into business and performance management, both within and across group companies;
- Operating with a focus on **ENERGY RESOURCE CONSERVATION**, increasing the use of renewable sources, and **POLLUTION PREVENTION**.

COMAS Costruzioni Macchine Speciali S.p.A.
The CEO – Employer
Ing. Enrico Fanelli



Revision	Date of issue	Reason of the revision	written by:	verified by:	approved by:
11	17/03/25	ISO14001 requirements integration	E.Fanelli	P.Viale	E.Fanelli