



Cool and Clean, Forward

- Advanced solutions for water conservation and air pollution control: a path to a sustainable future -

In performing our business activities, we focus to work ethically and in compliance with all applicable laws and regulations applying and implementing in each phase of business execution a Management System for the health and safety of our workers and business partners, for the respect and protection of the environment, for the quality of the products and of the business processes in place. Our goals are to:

- Conduct business with individual and organizations who share our commitment to high ethical standards
- Reach/keep the “Stay Safe” campaign: “*everyone home safely*”
- Reach/keep the “Think Quality” campaign on providing products defects free and with full Customers’ satisfaction and to activate careful and continuous monitoring of the quality of products and services provided to Customers, throughout all organization: “*each employee contributes on the company’s Quality System Management, as Quality belongs to everyone*”
- Ensure Top Management commitment to the continual improvement process and increase in Customers’ satisfaction
- Identify, if any, all business-related risks and opportunities and plan actions for managing and monitoring them
- Define clear and measurable goals and Key Performance Indicators to evaluate both Health, Safety, Environmental & Quality aspects, by planning and monitoring of all processes related to Product / Services and business operations
- Ensure that working places, aiming at the prevention and protection of the physical integrity and of safety of workers and of all other parties involved, are suitable, safe and ergonomic to carry out the activities
- Prevent and reduce environmental impacts, by operating in accordance with an integrated policy of waste management, shared with other parties (recycling, supporting the recovery instead of waste disposal)
- Train continuously our employees and collaborators, to ensure competences in carrying out their duties, work safely and quality of results
- Promote actively economic, environmental and social sustainability throughout energy optimization, reduction of carbon dioxide emissions and air pollution control, water and power saving, by using our advanced technology and patented components that have been proven and tested in worldwide projects and continually improved and developed by our R&D department
- Empower and support everybody within the organization to reach their full potential

Each employee shall provide his contribution on reaching these goals to guarantee a stable and continuous profitability, and a lasting sustainable growth for the Company.

Management has issued and published this Company Integrated Policy (Quality, Environmental, Health & Safety) in all operative sites.

Paruzzaro (NO), 2024-11-04

SPIG S.p.A. President & CEO
Alberto Galantini