

Statement of Company Policy



Code	SQA0001
Revision	15
Date	27/11/2025
Page	3 / 4

<15> 1 INTRODUCTION

The business of Scame Parre S.p.A. is the design, manufacture and sale of electrical components for domestic and industrial installations, and for potentially hazardous environments in accordance with the standard ISO IEC80079-34 and the IECEx Scheme 02. Furthermore, Scame Parre S.p.A. designs, produces and sells components and devices for charging electric vehicles.

The integrated management system of Quality, Environment, Safety and Gender Equality concerns the units located in Parre (BG), Italy, via Costa Ertà 15 and via Campignano 9, and the unit located in Ponte Nossa (BG), Italy, via Spiazzi 45.

<15> 2 TARGETS

The CEO and Employer (for the safety aspects) AD/DL of Scame Parre S.p.A. recognizes the necessity to demonstrate to its customers the levels of quality, and the respect for the Environment and for the Health and Safety of workers of the organization and for Inclusivity and Gender Equality; and consequently, it has established the following company targets:

- improve the image and the reputation of the company in the market in order to achieve increase of the revenue, territorial expansion of the company and access into new market areas;
- meet the needs and expectations of stakeholders (shareholders, customers, users, employees, suppliers), in particular: achieving budget targets, qualifying human resources, improving salaries, reducing absenteeism and employee disputes as much as possible, reducing the number of complaints and maintaining a high level of customer satisfaction, entering into partnership agreements with suppliers;
- pursue and ensure the safety and legal compliance of the products sold;
- respect explicit and implicit contractual commitments;
- adopt the most modern communication and customer service techniques, pursued through constant training and updating of company management and employees who hold positions of responsibility;
- ensure respect for equality and equity within the company in daily work activities, in the hiring process, in salary levels, in training and career opportunities, preventing any discrimination also based on gender and creating an inclusive and respectful work environment that valorises diversity and supports women's empowerment;
- adopt practices aimed at promoting the conciliation between personal and working life, with particular attention to parenthood;
- promote teambuilding and corporate volunteering activities;
- keep compliance with all applicable legal and regulatory requirements regarding environment and safety;
- pursue continuous improvement aimed at reducing environmental and safety impacts to a level corresponding to the economically sustainable application of the best available technology;
- communicate to the public and other interested parties the information necessary to understand the effects of company activities and policy on environment, health, safety and gender equality, pursuing an open dialogue;
- promote awareness and involvement of its employees at all levels, contractors and suppliers in the protection of environment, health and safety;
- assess the environmental impacts of raw and auxiliary materials used by monitoring and reducing as much as possible any risks associated with them;
- prevent and mitigate the impacts of its activities on soil, air, surface and underground water, minimizing, if technically possible and economically sustainable, any negative impact deriving from its activities;
- protect health and safety of workers and personnel who work on behalf of the company, implementing all necessary actions to prevent accidents and occupational diseases;
- adopt the necessary measures to reduce environmental impacts related to emergency situations;
- cooperate with public authorities;

Reason

Added references to UNI/PdR 125:2022 and targets on inclusiveness and gender equality.

Statement of Company Policy



Code	SQA0001
Revision	15
Date	27/11/2025
Page	4 / 4

- comply with the requirements of Directive 2014/34/UE (ATEX), UKEX regulation and IECEx 02 scheme for the activities of design, production and sale of products intended for use in environments with potential risk of explosion;
- comply with the Community Customs Code requirements for AEO certification to achieve and maintain the level of Authorized Economic Operator (AEOF);
- ensure that the policy here exposed and the related management system are understood, implemented, maintained and periodically updated at all levels of the organization and that the system is supported by periodic and systematic training and education activities;
- encourage employee participation, where possible directly, or indirectly through their representatives (RLS), in the continuous updating activities of the Integrated Management System;
- ensure that employees have the opportunity to express their opinions and reports, even anonymously, and make suggestions for change within the organization, and encourage dialogue and discussion;
- ensure employees the possibility of direct consultation, or indirectly through their representatives (RLS), of the Integrated Management System documents;
- when selecting its suppliers, consider their adoption of company policies and integrated management systems consistent with that of Scame Parre S.p.A.

3. REFERENCES

To achieve the targets presented in the previous paragraph, the CEO and Employer for the safety aspects decides to

- establish, maintain, document and implement an Integrated Management System for Quality, Environment, Safety and Gender Equality, in accordance with the company ethics and the best international standards, in particular the UNI EN ISO 9001:2015, CEI UNI EN ISO/IEC 80079-34 2020 edition, UNI EN ISO 14001:2015, UNI ISO 45001:2018 and UNI/PdR 125:2022 standards;
- conduct Sustainability Reporting in accordance with the applicable European Regulations and Directives and based on the GRI standards applicable to the company context;
- establish the Corporate Steering Committee for Ethics, Gender Equality, and ESG, tasking it with overseeing the effective adoption and ongoing implementation of the company policy in these areas and defining and implementing its specific objectives, involving the relevant corporate functions from time to time;
- establish and keep updated the company Organisation, Management and Control Model (MOG), in accordance with Italian Legislative Decree 8 June 2001 n. 231 and subsequent amendments and additions, and keep the company Code of Ethics updated and enforced.

Scame Parre S.p.A.
CEO

Reason

Added references to UNI/PdR 125:2022 and targets on inclusiveness and gender equality.