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Next Turbo Technologies Spa has implemented an **Integrated Management System** in accordance with the provisions of the following standards:

- ISO 9001:2015 standard regarding **product quality and customer satisfaction**
- ISO 45001:2023 standard regarding the **health and safety of its workers and workplaces**
- ISO 14001:2015 standard regarding **environmental protection and conservation**
- ISO 37001:2025 standard **to prevent, identify and manage situations of corruption** (active or passive) by the organisation, its staff and its business partners, promoting a series of measures and controls and providing guidance to support their application
- SA8000:2014 standard, with the aim of **respecting moral and ethical values** in the conduct of its activities.

Next Turbo Technologies Spa's commitment was formalised in November 2022 with the adoption of the Organisation, Management and Control Model in accordance with Legislative Decree 231/2001 (MOG 231).

Purpose of Certification

Design, production, including painting, start-up and servicing of single-stage centrifugal compressors.

This Policy applies to all Company employees, suppliers, distributors and, more generally, to all those with whom NEXT TURBO TECNOLOGIES S.p.A. (hereinafter NTT) comes into contact in the course of its business.


Following an analysis of the context, the identification of external and internal factors, the analysis of risks/opportunities and compliance with mandatory requirements, **NTT's** management has set itself the priority objectives of maintaining the high quality of its work and services, on a par with profitability.

The company's vision and mission are a constant commitment to ensuring and maintaining the high quality of the services offered for the satisfaction of its customers, characterised by a continuous process of improvement and innovation and the search for and selection of reliable partners and suppliers.

In general, in pursuing its objectives, NTT also takes into account the risks that climate change may pose to its business activities and therefore considers it important to identify the potential economic impacts of climate change.

The System is the tool identified to

- supporting strategic guidelines and the management of processes
- the management of risks and opportunities
- reduce environmental impacts
- prevent corruption
- protecting workers and the communities involved
- **respecting moral and ethical values** in the conduct of its activities.
- establishing a framework for setting and achieving corporate objectives.

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The Company believes that the adoption of an Integrated Management System, starting with the definition of a proper **Policy**, can contribute to improving social, environmental, relational, managerial and operational conditions within the workplace and can raise awareness among external stakeholders to operate in accordance with the principles of **Next Turbo Technologies Spa**.

The organisation's **Quality Management System** aims to meet the requirements of the **UNI EN ISO 9001:2015** standard.


The planned activities must be aimed at the continuous improvement of the QMS and the full satisfaction of the customer, understood as both public and private entities.

In particular, the primary objectives for the **Quality Management System** are:

- it is appropriate to the organisation's purposes. As part of its activities, NTT identifies potential areas of risk, identifies and implements appropriate actions to reduce/minimise those risks;
- provides a clear framework for setting quality objectives;
- it includes a commitment to meet applicable requirements;
- it provides for the continuous improvement of the quality management system.

The Company operates in the design, manufacture, commissioning and servicing of single-stage centrifugal turbochargers, bearing in mind the following fundamental principles:

- guaranteeing a constant commitment to manufacturing products that meet safety requirements in order to market reliable products
- designing and manufacturing products, solutions and services that meet customer needs and expectations, ensuring full transparency in the choices made and in company processes, and fostering a climate of trust based on fair consideration of comments and complaints and their resolution
- improving the company's image and reputation on the market, thereby increasing the number of customers and turnover, expanding the company's geographical reach and entering new market areas;
- the establishment and consolidation of a close working relationship with current and potential customers, strengthening the customer-supplier relationship;
- increasing company profits to reinvest in the growth of know-how in terms of innovation/implementation/attention to technological developments and customer needs, as well as in the optimisation of all company processes, in order to ensure the company's competitiveness in the market;
- the professional growth of employees, ensuring they receive the necessary training and appropriate qualifications, in order to have an organisational structure and human resources that are always ready to meet the needs of the company and the market;
- the selection, evaluation and qualification of suppliers of raw materials and services, with the aim of obtaining supplies that are of consistent quality and reliability over time;

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- constant dialogue and fruitful collaboration with the relevant institutions

The **Occupational Health and Safety Management System** aims to meet the requirements of the **UNI ISO 45001:2023** standard.


In particular, in order to achieve the objective of occupational health and safety management, NTT's policy:

- guarantees a commitment to providing safe and healthy working conditions for the prevention of work-related injuries and illnesses;
- is appropriate to the organisation's objectives. As part of its activities, NTT identifies potential risk areas, identifies and implements appropriate actions to reduce/minimise those risks;
- provides a clear framework of reference;
- ensures full compliance with current legislation;
- includes a commitment to eliminating hazards in the workplace, with a view to reducing accidents and occupational illnesses.
- provides for the continuous improvement of health and safety conditions in the workplace;
- promotes the achievement of the highest level of knowledge among workers on health and safety in the workplace and the participation of workers and workers' representatives
- considers the physical and moral integrity of its employees and collaborators to be a primary value, protecting safety and health in the workplace in accordance with current legislation on the subject;
- use equipment and materials that comply with current safety legislation;
- providing safe and healthy working conditions to prevent work-related injuries and illnesses;
- encourage appropriate driving styles that comply with traffic regulations, monitoring the efficiency of transport vehicles and staff training;
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The **Environmental Management System** aims to meet the requirements of the **UNI ISO 14001:2015** standard.

In particular, in order to achieve the objective of environmental management, NTT's policy is to:

- ensures legislative compliance in environmental matters by operating in full compliance with current legislation and all the requirements of the standards to which it adheres;
- is appropriate to the organisation's objectives. As part of its activities, NTT identifies potential areas of risk, identifies and implements appropriate actions to reduce/minimise those risks;
- includes a commitment to protecting the environment
- strengthen and consolidate the knowledge and skills of its staff by promoting ongoing professional training in the environmental field in compliance with regulatory obligations and corporate objectives aimed at continuous improvement;


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- carrying out its activities in accordance with the principle of sustainable development with regard to the environment
- provides for the continuous improvement of health and safety conditions in the workplace;
- promotes the achievement of the highest level of knowledge among workers on health and safety in the workplace and the participation of workers and workers' representatives
- orienting company processes towards solutions based on respect for and protection of the environment with a view to continuous improvement linked to environmental sustainability
- preventing the production of packaging waste, favouring the internal reuse of packaging for incoming goods/products

The Social Responsibility Management System aims to meet the requirements of the SA 8000:2014 Standard.

In particular, with a view to complying with the principles defined by the SA8000 Standard, **Next Turbo Technologies Spa**:

- Does not use **child and/or youth labour**. Furthermore, it does not support the use of child/juvenile labour by its suppliers and sub-suppliers and verifies that the provisions of national and international laws protecting and safeguarding children and young workers are complied with;
- Does not use or promote any form of forced or compulsory labour, in compliance with the relevant regulations and the National Collective Labour Agreement. The Company does not retain original documents belonging to its employees, nor does it withhold financial compensation or other benefits for the purpose of extorting work performance;
- To preserve the health and safety of its workers, it guarantees that activities are carried out in healthy and safe working environments, implementing all measures aimed at containing the causes of potential risks that could lead to accidents or incidents and periodically checking the company's risk assessment documents;
- It guarantees the right of every worker to join or organise trade unions, without any form of retaliation or discrimination against trade union representatives;
- It undertakes not to support any form of discrimination on the basis of race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other factor that could give rise to discrimination when hiring, determining remuneration, providing training, promoting, terminating employment or retiring its employees. caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other factor that could give rise to discrimination;
- Treats all staff with dignity and respect, prohibits the use of any form of corporal punishment, psychological or physical harassment or any other form of abuse;
- Comply with national and international laws and collective bargaining agreements, if any, regarding working hours, rest periods, holidays and the possible use of overtime. The normal

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working week, excluding overtime, must not exceed 48 hours and at least one day of rest must be guaranteed after six consecutive days of work;

- Guarantees decent remuneration in line with the work performed, in compliance with current legislation, the relevant national collective bargaining agreement and any collective bargaining agreements.
- The establishment of a Social Performance Team to apply the provisions of the SA8000 Standard and company policies and strategies.
- Constant monitoring of its suppliers and sub-suppliers, including employment agencies, through communication of the SA8000 Standard and the principles adopted by the Company regarding Social Responsibility, the identification of any non-compliant situations associated with the performance of their activities and the sharing of appropriate actions to prevent and address the risks identified.
- If the Supplier does not have SA8000 certification, it must complete the Questionnaire, which will be used to assess it in relation to the principles expressed in SA8000 (the first principle to be assessed is that relating to the use or non-use of child labour).
- The questionnaire must be accompanied by the signing of the 'commitment to comply with the principles of SA8000'.
- The provision of appropriate tools to enable employees and all interested parties to express comments, suggestions and ideas for improvement or to make reports and complaints about the workplace and deviations from the provisions of the SA8000 Standard, protecting the confidentiality of those who express comments or reports and guaranteeing that no retaliatory practices will be implemented;
- **Periodic communications** regarding the requirements of the SA8000 Standard and company performance

The Anti-Corruption Management System aims to meet the requirements of the SA 8000:2014 Standard.

In particular, with a view to complying with the principles defined by the SA8000 Standard, **Next Turbo Technologies Spa**:

- prohibits all levels of the company from engaging in behaviour that could constitute corruption or attempted corruption.
- Specifically, it is strictly forbidden to offer, promise, give, pay or authorise anyone to give or pay, directly or indirectly, money or other economic advantage or benefit of any kind to public or private entities.
- It is also prohibited to accept requests or authorise anyone to accept, or solicit, directly or indirectly, payments, economic advantages or other benefits from public or private entities, when the purpose is to:
 - induce the other party to perform their duties improperly, whether public or private, in relation to the activity carried out by or for **NTT**, or for the purpose of rewarding an activity carried out in relation to **NTT**;
 - influence the performance or omission of an act in the interest of **NTT**;

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- obtaining, securing or maintaining a certain business deal or an unfair or unjustified advantage in relation to the conduct of business.
- Ensures compliance with the anti-corruption laws applicable to the organisation;
- is appropriate to the organisation's purposes. As part of its activities, NTT identifies potential areas of risk, identifies and implements appropriate actions to reduce/minimise those risks;
- provides a clear framework for identifying, reviewing and achieving corruption prevention objectives;
- ensures a commitment to meet the requirements of the Management System and to plan and implement its actions in such a way as to avoid any involvement in cases or attempts of a corrupt nature and to avoid the risk of involvement in illegal situations with public or private entities;
- encourages the reporting of suspicions in good faith, or on the basis of reasonable belief, without fear of retaliation;
- is committed to the continuous improvement of the management system for the prevention of corruption;
- provides for the presence of a compliance function for the prevention of corruption and explains its full authority and independence;
- illustrates the consequences of non-compliance with the corruption prevention policy.

On [date], the Management appointed a collegial Compliance Function to pursue the objectives contained in this policy, by virtue of the authority and independence conferred upon it to:

1. Oversee the design and implementation of the Corruption Prevention Management System;
2. Provide guidance and advice to staff on issues related to corruption and the Corruption Prevention Management System;
3. Ensuring that the Anti-Bribery Management System complies with UNI ISO 37001:2025.
4. Reporting on the performance of the Anti-Bribery Management System to senior management in the most appropriate manner.

In accordance with all the above principles, the organisation undertakes to:

- identify all parties interested in the Organisation's performance (Stakeholders) and identify their expectations and needs, specifying those that the Company chooses to qualify as 'compliance obligations';
- establishing relationships with stakeholders (employees, customers, partners, suppliers, institutions, communities) in accordance with the principles of clarity, fairness and transparency, pursuing the satisfaction of the legitimate expectations of internal and external stakeholders;
- attribute fundamental importance to the continuous and constant education, information and training of company personnel, understood as a strategic resource, and promoting their professional and personal growth;
- constantly pursue the achievement of corporate efficiency and effectiveness objectives, in the knowledge that economic and financial soundness is an essential principle for ensuring the future development of the Company and customer satisfaction;

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- Draw up periodic reviews and communications of the Policy and all documents necessary to regulate company activities
- pursuing the continuous improvement of its performance and company activities, implementing ethically correct behaviour in company activities, thanks to internal audits and periodic meetings to review compliance with current regulations, the effectiveness of the actions taken and the status of the objectives defined;
- Providing resources and tools to identify corrective and preventive actions in order to reduce non-compliant situations and complaints
- ensuring the continuous adaptation of resources and constant attention to technological developments in order to ensure safe workplaces, designed to guarantee performance, health, safety and satisfaction;
- complying with applicable requirements aimed at legislative compliance in environmental matters through the reduction of energy consumption, natural resources, atmospheric emissions, waste produced, noise emissions, and waste production, with the aim of reducing the environmental impact of products and services during all stages of their life cycle;
- eliminate, where possible, hazards and manage risks with appropriate prevention and protection measures where it is impossible to remove the factors that generate them;
- implement processes for communication, consultation and participation of workers, at all levels and functions, for the development and implementation of the company management system;
- promoting company growth by identifying objective criteria and rewarding commitment, productivity and merit, without losing sight of worker health and safety, environmental protection and the conscious use of natural resources;
- encourage company employees to identify with the Quality, Environment and Safety Policy and share company objectives, promoting awareness of each person's role within the company and individual responsibility;
- selecting suppliers and contractors without discrimination and on the basis of their technical/economic ability to provide goods and services that comply with the requirements of the management systems and the principles of the Code of Ethics;
- developing and extending effective and efficient information and communication processes, promoting dialogue with all stakeholders to ensure clarity and transparency in relations, both within and outside the organisation.

All operating personnel, each in relation to their own role and in the performance of their duties, are responsible for complying with and implementing this policy.

The Management undertakes to implement and maintain this Policy, communicating it to all staff and interested parties who request it; its adequacy is assessed periodically during the Management Review.

Inarzo, 08/08/2025

The Management