

IMA S.p.A. Policy on Environmental Protection and Health and Safety of Workers

As part of its *Corporate Social Responsibility*, the protection of workers' health and safety, as well as environmental protection, play a key role. Therefore, IMA S.p.A. implements an Integrated Management System in compliance with the UNI EN ISO 14001 and UNI EN ISO 45001 standards, committing to act based on the following principles:

1. *Regulatory compliance and voluntary commitments*

IMA ensures compliance with mandatory regulations and voluntary commitments by promptly adopting laws, agreements, and signed contractual obligations, as well as implementing voluntary provisions described in the Integrated Management System. The company guarantees transparency and compliance in all processes.

2. *Definition of measurable objectives*

IMA periodically identifies internal and external factors that affect its operations, committing to analyze potential strategies to seize opportunities or, conversely, to defend against threats. Based on this analysis, the company defines measurable objectives, establishing appropriate, consistent, and meaningful indicators.

3. *Protection of health and safety at work and environmental protection*

Corporate decisions are aimed at safeguarding health and safety at work, protecting the environment, and preventing environmental pollution through the identification and evaluation of significant risks and environmental aspects, with the goal of achieving "zero injuries" and "zero occupational disease claims," as well as reducing environmental impact during business processes.

4. *Workplace adequacy*

IMA promotes a healthy and safe work environment by adopting measures to ensure suitable workplaces, with facilities, machinery, and equipment undergoing periodic maintenance to prevent obsolescence.

5. *Environmental protection*

IMA promotes care and protection of the environment through the adoption of policies and procedures aimed at:

- Prioritizing the use of raw materials from sustainable sources and implementing procedures to safeguard air, water, and soil quality.
- Supporting ethical projects and, in line with the formal commitment made through the SBTi (*Science Based Targets Initiative*) commitment, defining and pursuing science-based climate goals. This includes progressively reducing greenhouse gas emissions by mapping the main emission sources along the entire value chain in compliance

ASSOCIATO



I.M.A. Industria Macchine Automatiche S.p.A.

SEDE LEGALE (Registered Office):
Via Emilia, 428-442
40064 Ozzano dell'Emilia (Bologna) - Italy
Tel. +39 051 6514111 - www.ima.it

Cap. Soc. € 22.470.504,68 i.v.
Unipersonale - R.E.A. Bo 149288
Reg. Imprese Bo e C.F. 00307140376
P.I. 00500931209 - VAT IT00500931209

Società soggetta all'attività di direzione e coordinamento di Alps Holding S.p.A. (Company under Alps Holding S.p.A. management and coordination)
via Farini n. 11, Bologna, Italy, Reg. Imprese BO e C.F. 04147861209



with the *GHG Protocol* and identifying targeted strategic actions to reduce these emissions, thus contributing to the transition to a low-carbon economy.

- Preferring innovative, technological, and advanced management solutions to reduce noise pollution and energy consumption, prioritizing the direct production of energy from renewable sources through photovoltaic systems and supporting the procurement of green energy.
 - Reducing energy consumption through targeted efficiency improvements, process optimization, and the use of low environmental impact technologies, thus contributing to the transition to a more sustainable production system.
6. *Continuous improvement of environmental, health, and safety performance*
IMA defines its performance indicators through a thorough analysis of the internal and external context in which it operates. The monitoring of these indicators, the effectiveness of the Integrated Management System, and its ongoing alignment with the operational reality are ensured through verification by designated personnel in all facilities controlled by the organization, as well as through periodic first- and third-party audits.
7. *Adequacy of resources, awareness, and consultation*
IMA IMA recognizes human resources as a key asset and, for this reason, establishes an appropriate organizational structure, defining roles and responsibilities for each function. The company also plans and conducts awareness and training activities to enhance employees' understanding of environmental, health, and safety issues, ensuring they have the necessary competencies.
Workers receive training, information, and guidance on performing their tasks safely, including the proper use of machinery, work equipment, and necessary personal protective equipment. The company's chemical policy strictly prohibits the use of carcinogenic, mutagenic, and reproductive-toxic substances. Additionally, hazardous and flammable products are replaced with safer alternatives whenever possible, reducing risks to workers' health and minimizing environmental impact.
Employees are also informed and trained on emergency procedures to be followed in the event of any incident covered by the emergency response plan.
Finally, IMA promotes a culture of shared responsibility and participation by consulting workers, including through their representatives, on occupational health and safety matters.

Ozzano dell'Emilia (BO), Italy, January 2025

Chairman



ASSOCIATO



MEMBER

I.M.A. Industria Macchine Automatiche S.p.A.

SEDE LEGALE (Registered Office):
Via Emilia, 428-442
40064 Ozzano dell'Emilia (Bologna) - Italy
Tel. +39 051 6514111 - www.ima.it

Cap. Soc. € 22.470.504,68 i.v.
Unipersonale - R.E.A. Bo 149288
Reg. Imprese Bo e C.F. 00307140376
P.I. 00500931209 - VAT IT00500931209

Società soggetta all'attività di direzione e coordinamento di Alps Holding S.p.A. (Company under Alps Holding S.p.A. management and coordination)
via Farini n. 11, Bologna, Italy, Reg. Imprese BO e C.F. 04147861209

