



## **INTEGRATED COMPANY POLICY**

**(quality, health and safety in the workplace, environment, ethics and society)**

The Management of DINO BIKES S.P.A. is strongly convinced that customer satisfaction, health and safety at work, environmental protection, ethics and social aspects and the prevention of corruption represent values of primary importance, without which it would not be possible to plan developments sustainable, effective and lasting for the company.

This Company Policy, drawn up in implementation of the SGSL MPI ADDRESS LINES, has as priority:

- Compliance and application of current legislation on health and safety in the workplace
- Compliance and application of the quality legislation
- Compliance and application of environmental legislation
- Respect and application of legislation and principles on human rights, ethical and social responsibility and the prevention of corruption.

In sharing the principles set out above with all staff, the Management has decided to implement and implement a Management System in order to engage in the continuous improvement of the management of qualitative, environmental, safety / health in the workplace, ethical and social processes. , taking into account the nature and size of the company's risks as well as the specific nature of the organizational structure.

The company policy is therefore based on the following points:

- Design, develop, produce and export only products in line with the Quality requirements of our customers at the agreed price and which meet all the legal and safety requirements in force in the destination country
- Conducting its activities in such a way as to safeguard workers, their own and third party assets, the environment and the community
- Maintenance of entrepreneurial dynamism with a view to constant updating according to market demands and in line with the principles of sustainability
- Respect the mandatory and voluntary laws and regulations adopted
- Train, inform and sensitize all workers, making them aware of their obligations, responsibilities and the importance of each of their actions in order to create a "culture of quality, health and safety, environmental protection, the prevention of corruption and 'ethics". Awareness is an essential factor for achieving the expected results
- Counteracting unfair and dangerous work habits, spreading safe behaviours through information, education and training of their collaborators. Implementation of targeted training courses to maintain and improve the skills of company personnel
- Continuously identify the dangers present in the activity and assess in advance the risks for each new activity and / or process in order to adopt solutions that can prevent customer complaints, environmental accidents, injuries and / or occupational diseases
- Maintain a safe working environment for all personnel involved, which guarantees compliance with the SSLL and environmental protection, committing to continuous improvement - In particular, machines / systems / equipment, workplaces, operating methods and the organizational aspects are chosen / implemented in such a way as to safeguard the health of workers, company assets, third parties and the community in which the company operates
- Constantly check the updating of the Risk Assessment and relevant dangers, and the level of achievement of the objectives
- Implement all possible actions to prevent situations of risk and damage to people / things / environment that could originate from the activities



- Investigate any accidents in order to identify their causes, verify compliance with procedures / controls, and prevent their recurrence
- Evaluate in advance the impacts on the SSSL, ethics and the environment of new processes, products, services
- Involve and consult workers also through their safety representative and the Ethics Committee
- Pursue the satisfaction of customer requirements and expectations through:
  - Continuity of the relationship with the customer by providing timely assistance through the application of the integrated system
  - Acceptance of reports and complaints from customers with critical evaluation by the management and / or process managers who receive such reports to evaluate opportunities for improvement of the products or services offered
  - Monitoring of his satisfaction and advice from the customer
  - Maximum transparency regarding the information on the product offered
- Prevent accidents, injuries and occupational diseases by any means, including through the active participation of internal and external employees and collaborators to improve internal processes and work environments
- Constantly monitor the context in which it operates in order to identify the expectations and needs of customers and other interested parties
- Identify, assess and manage risks, understood as both threats and opportunities, which can negatively or positively affect the company's performance
- Adopt operational procedures for the management of emergencies related to safety or environmental accidents and for ethical and social aspects
- To aim at a continuous improvement of the management levels of quality, the environment, health and safety at work and ethics through the continuous updating of technological and management elements
- Raise awareness of contractors and suppliers and require them to comply with the laws and commitments regarding quality, environment, safety and ethics adopted by the company
- Creation of a work environment that allows its employees to contribute with satisfaction to the achievement of the Company objectives and to recognize and profitably develop their professional skills
- Define objectives and indicators, considering in each action / decision taken all relevant aspects related to quality, the environment, health and safety at work and ethics and monitor them through constant review; assess the needs of the customer in order to best meet the requirements, so as to promote general business competitiveness
- Maintain a process of continuous improvement of the effectiveness of the management system and its processes
- Protect the worker from a contractual point of view also through supplementary requirements to the CCNL, with defined and adequately paid working hours, in the principle of protection from Child, Forced or Compulsory Labour
- Promote the Freedom of Association and the Right to Collective Bargaining, in order to recognize the rights of staff and national laws on freedom of association and collective bargaining
- Respect every worker, without any discrimination and guaranteeing the right to the person
  
- Enhance human resources through participation in training courses, also oriented towards occupational health and safety, understood as the responsibility of everyone, for themselves and for others



- Keep the organization attentive to a role of protecting the rights of the weakest people or those who experience situations of hardship and disadvantage more directly
- Fighting corruption in every place, time and occasion and prohibiting all forms of corruption within the organization, adopting a zero tolerance approach towards it
- Encourage and allow individuals to make reports, which will be treated confidentially, in order to protect the identity of the whistle-blower and other parties involved or mentioned in the report, with the exception of a procedure required to proceed with an investigation . Retaliation is prohibited and the company undertakes to protect those who report in good faith from retaliation.

In defining and approving this company policy, the Management ensures that it is:

- appropriate to the purposes of the organization;
- communicated, understood, implemented and maintained at all levels of the organization; dissemination to the entire company structure is guaranteed through its availability and the continuous awareness of the staff;
- periodically reviewed in order to verify consistency with corporate conduct, topicality and continued suitability for the certification schemes referred to;
- supported by measurable goals.

Borgo San Dalmazzo, 4th November 2022

The General Management

Mr. LEONE ROBERTO

A handwritten signature in black ink, appearing to be "Roberto Leone", is written over a horizontal line. The signature is stylized and somewhat abstract.