

## Information to contractors The Integrated Management System

CAP Group has implemented an Integrated Management System (Quality, Environment, Circular Economy Project Management, Energy Management, OSH, Social Responsibility, Gender Equality, Corruption Prevention Management, Food Safety, including the expertise of the analysis laboratories), which applies to the companies CAP Holding and Amiacque, meeting the requirements defined by the reference standards:

- UNI EN ISO 9001:2015
- UNI EN ISO 14001:2015
- AFNOR XP X30\_901
- UNI CEI EN ISO 50001:2018
- UNI ISO 45001:2018
- SA 8000:2014
- UNI ISO 37001:2016
- UNI EN ISO 22000:2018
- UNI CEI EN ISO/IEC 17025:2005
- UNI PDR 125:2022

CAP Group shares the values of said standards with its suppliers. Consistent with the commitments made and defined in the Integrated Policy document (sent in attachment hereto), contractors and subcontractors are therefore recommended to comply with the applicable legal requirements.

In the process of selecting strategic suppliers, CAP Group seeks to forge partnerships with suppliers who are attuned to these concerns. The objective is to reinforce quality standards along the supply chain, as well as to share CAP Group's sustainable growth model with the aim of creating a common culture on key issues such as innovation, safety and business ethics.

The basis for ensuring quality, transparency and cooperation in the relationship with the supply chain, fundamental prerequisites for the overall growth of the Group to the benefit of the entire community, lies in the procurement management system, the supplier qualification and evaluation system, eco-friendly and sustainable solutions for the construction and maintenance of networks and plants, Enterprise Risk Management, and safety at CAP Group work sites and workplaces.

Particular attention is paid to workplace safety and to the management of work site activities in accordance with the high standards of supervision that the Group and its suppliers are required to observe.

Any unsafe behaviour, near-misses or accidents/injuries encountered and/or occurring during the control activities carried out by the suppliers, together with any missing documentation or failures to comply with applicable legislation, are taken into account in the selection of the companies to be commissioned.

In case of an accident, injury or near-miss involving a contractor's worker, a representative of the contractor must promptly inform the contact person (Amiacque or CAP Holding). They should provide all necessary information upon request and proceed to fill out the 'Accident, Incident, Near-Miss Report Form' prepared by the client.

The contractor, represented by its designated representative, is also required to promptly notify (Amiacque or CAP Holding) if there is potential for environmental damage or if there is a breach of the justifications outlined in the SA 8000 standard and the UNI PDR 125:2022 practice during the course of the work.

The following are regulations and indications to be adopted by suppliers and contractors for activities to be carried out at CAP Group premises or at sites under management in the area.

### HEALTH AND SAFETY OF WORKERS:

- Consciousness and dedication to OSH, striving to improve safety objectives in alignment with compulsory regulations.
- Ensure the proper management of work site activities:
  - Adherence to all legislative aspects mandated in work site activities, (OSPs, suitability requirements and evidence of supervisors overseeing the proper performance of work in terms of safety, etc.)
  - Retention of records to certify compliance with legal requirements (which must also be properly implemented and promptly carried out).
  - Timely notification to the client of any alterations (such as changes in work personnel not specified in the OSP or adjustments to the timetable, etc.)
  - Use of PPE when necessary and proper storage of PPE. Appropriate marking out of the entire work site area and verification of access restricted to authorised personnel only.
  - Reporting dangerous situations, accidents and near-misses to contact persons (Amiacque and CAP Holding).
- Provide ongoing and efficient training to workers, guaranteeing that staff possess the necessary qualifications to carry out their designated tasks.
- If there are subcontractors, ensure their selection by the contractor is based on factors such as their accident/injury severity/frequency index and their compliance with relevant legislative requirements.

### ENVIRONMENT:

- Consciousness and dedication to environmental issues, striving to environmental objectives in alignment with compulsory regulations.
- Ensure proper waste management:
  - Use specific areas as temporary storage, using suitable and correctly identified containers.
  - Keep all records necessary to certify compliance with legal requirements.
  - Encourage separate collection of waste and its correct disposal.
  - Entrust authorised (possibly certified) waste transporters and disposers with the management of the waste produced.
- Respect the ban on the use of carcinogenic substances.
- Provide ongoing and efficient training to workers, guaranteeing that staff possess the necessary qualifications to carry out their designated tasks.
- If there are subcontractors, ensure their selection by the contractor is based on the presence of environmental certification and their compliance with relevant legislative requirements.

### SOCIAL RESPONSIBILITY AND GENDER EQUALITY:

- Comply with the principles of SA 8000 and PDR Practice 125
- Repudiate any form of harassment, bullying, abuse, gender-based violence in the workplace;
- disseminate and develop a culture of fairness, respect, inclusion and equal opportunities by creating and consolidating a stimulating and welcoming work environment that values and encourages each person to express his or her potential without any direct or indirect discrimination and free from any detrimental behaviour, whether collective or individual;
- Identify and promptly implement corrective actions in response to any non-compliance with the standards stipulated by SA 8000 and PDR 125;
- Commitment to continual improvement of Social Responsibility and Equal Opportunities, developing socially responsible work processes with consideration for the well-being of both male and female workers, the community and the environment.

#### **PREVENTION OF CORRUPTION:**

- Comply with the contents of the document 'CAP Group's Ethical Commitment' (in particular, the Anti-Corruption Policy referred to therein), maintaining a course of action aimed at observing the principles of ethics, legality and transparency.

#### **ENERGY EFFICIENCY:**

- Encourage the efficient use of energy within CAP Group's operational scope, with a dedication to achieving energy improvement goals.
- Raise awareness among both male and female workers on issues related to the rational use of energy.
- If there are subcontractors, ensure their selection by the contractor is based on the presence of presence of energy management certification and their compliance with relevant legislative requirements.

#### **CIRCULAR ECONOMY:**

- Adopt policies to make personnel aware of circular economy issues.
- Promote processes to enhance resources in order to make efficient use of them.
- Adopt sustainable purchasing policies and preventive maintenance strategies on plant and equipment in order to extend their useful life.
- Contribute to the promotion of industrial synergies that favour the use of materials, products and possibly waste with a focus on the circular economy.

ATTACHED: Integrated Policy - Integrated Management System