

COMPANY POLICY

SIAD Macchine Impianti S.p.A. is a world leader in manufacturing Industrial Gas Compression Units as well as in engineering and constructing of Air Separation Units and Industrial Gas Processing Plants for several application in different industrial sectors, such as Refinery, Petrochemical, Chemical, Energy, Food etc.

The Company designs, manufactures and installs on a global scale: Industrial Piston-type Compressors and Compression Units for processing of different gases, according to "API 618 Standard" and to Customers' specifications; Standard-type Compressors for PET bottles-blowing application; Air Separation Units for production of industrial gases; Processing Plants for Liquefied Natural Gas (LNG).

Moreover, thanks to its own Global Service Division, SIAD Macchine Impianti S.p.A. provides after-sales and maintenance services on a global scale for Industrial Compression Units, Air Separation Units and Processing Plants for Liquefied Natural Gas (LNG).

SIAD Macchine Impianti S.p.A. considers the achievement of fixed business goals as well as the overall satisfaction of stakeholders' needs and expectations of primary importance and, on this basis, is totally committed to its own value-creation and business sustainability strategies.

Based on these strategical considerations, the Company establishes its own strategic objectives coherently with the below principles and guidelines and manages the overall governance and organizational structure by promoting the adopted legal principles and ethical behaviours, in compliance with the recognized best practices on industrial and international basis (as documented in the Code of Ethics):

- Managing organizational processes and activities in compliance with:
 - statutory, regulatory and Customers' requirements
 - the best sustainable technology
 - the best practices to assure occupational health and safety
 - the best practices to assure environmental safeguarding
 - the processes established by the Integrated Management System
- Managing such processes to create value for stakeholders, assuring effectiveness and efficiency as well as strategically considering the related risks and opportunities
- Providing safe and healthy working conditions by eliminating hazards and reducing risks
- Providing information, training and awareness to personnel involved in the organizational activities and project tasks, with the aim to promote proactive and responsible involvement and participation, also by implementing the principles and achieving the objectives documented in this Policy
- Developing organizational knowledge and personnel technical competences in respect of products and services provided, also with the aim to achieve:
 - adequate level of energy efficiency
 - less waste production
 - culture of prevention of accidents, injuries and occupational diseases
- Respecting workers' rights by ensuring equal treatment without any distinction related to sex, race, language, religion, political opinions, etc.
- Protecting workers from retaliation in case of reporting accidents, hazards and risks
- Selecting suppliers / outsourcers and sharing the overall content of this Policy
- Developing and periodically reporting its own business sustainability strategy
- Managing checking, testing and auditing processes to assess the overall compliance of products and services provided
- Managing internal audit processes to assess the overall compliance of the Integrated Management Systems as well as the overall performance of the established organizational processes
- Periodically reviewing this Policy to assess the actual effectiveness and to evaluate needs for updating

On this basis, as well as to enforce the actual implementation of the 'continuous improvement' philosophy, SIAD Macchine Impianti S.p.A. has established its own Integrated Management System according to the below-reported International Normative and by incorporating other business organizational models:

- Quality Management System (ISO 9001)
- Occupational Health and Safety Management System (ISO 45001)
- Environmental Management System (ISO 14001)
- Business Compliance Model (according to Italian Legislative Decree nr 231/2001)
- GDPR Compliance Model (according to EU Regulation 2016/679)

**General Manager
(Dr. Paolo Ferrario)**