COMPANY POLICY

The top management of Baltur Spa considers the quality of the products and services supplied, respect for the environment and for the health and safety of workers, respect for the individual and for the community, social responsibility, the absence of discrimination and integrity of conduct to be fundamental requirements for the sustainable development of the company.

Through the design and implementation of an integrated management system covering quality, environment, occupational health and safety, energy, social responsibility and governance, Baltur Spa intends to ensure the sustainability of its business, while continuing to guarantee compliance with mandatory requirements and the full satisfaction of its customers and other stakeholders, as well as consistency with its Code of Ethics.

The key elements on which Baltur Spa intends to focus its efforts are:

COMPLIANCE

Managing its activities in compliance with mandatory and voluntary regulatory principles, customer requirements and the Baltur Spa management system, in the awareness that the ability and speed to react and adapt to regulatory changes constitute a competitive advantage.

INNOVATION

Improving the company's internal and external processes, product and process technologies and working methods in order to prevent injuries and occupational diseases, minimise the impact of its activities on the environment and on the health and safety of workers, improve energy efficiency, and reduce the social impacts of its business by using the best available techniques.

CUSTOMER SATISFACTION

Maximising Customer satisfaction with products and services that meet the Customer's explicit and implicit expectations and needs in terms of quality, environment, health and safety, social responsibility and sustainability. This makes it possible to secure a leading market position for the Company and a loyal relationship with the Customer.

RESOURCES

Ensuring that all employees have the skills required for their assigned role, enhancing professionalism through targeted training paths, and fostering involvement through the consultation and participation of workers and their representatives in achieving quality, health and safety, environmental and social responsibility objectives, in accordance with the principles of the CODE OF ETHICS and in particular by promoting equality and avoiding any form of favouritism or discrimination.

EFFICIENCY

Seeking to optimise the quality of products and services and to optimise results by using resources in an economically, socially and environmentally sustainable manner. In particular, adopting practices that allow the greatest possible reduction of environmental impacts, pursuing the minimisation of greenhouse gas emissions, reducing consumption and making use of renewable sources.

SUSTAINABLE PROCUREMENT

Selecting and qualifying suppliers on the basis of their technical and economic capability to supply products and services in compliance with the Code of Ethics and the Baltur Management System, giving preference, other conditions being equal, to suppliers with the highest sustainability rating.

EMERGENCY MANAGEMENT

Managing promptly and effectively, using the most suitable resources, any emergencies of whatever type and scale that may arise, so as to safeguard the Company's operations, Customer satisfaction, the health and safety of workers and the protection of the environment.

TRANSPARENCY

Communicating with all stakeholders in a complete, timely and effective manner, in compliance with the Baltur Code of Ethics.

This document is the property of BALTUR S.p.A. Reproduction by photocopying, even in part, is prohibited without the prior written authorisation of the company

Document translated using AI. Please refer to the Italian version.

SUSTAINABLE DEVELOPMENT

Baltur shares the United Nations 2030 Sustainable Development Goals, as set out in the 17 Goals:



1- End poverty in all its forms everywhere
2- End hunger, achieve food security and improved nutrition and promote sustainable agriculture
3- Ensure healthy lives and promote well-being for all at all ages
4- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
5- Achieve gender equality and empower all women and girls
6- Ensure availability and sustainable management of water and sanitation for all
7- Ensure access to affordable, reliable, sustainable and modern energy for all
8- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
9- Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation
10- Reduce inequality within and among countries
11- Make cities and human settlements inclusive, safe, resilient and sustainable
12- Ensure sustainable consumption and production patterns
13- Take urgent action at all levels to combat climate change and its impacts
14- Conserve and sustainably use the oceans, seas and marine resources for sustainable development
15- Protect, restore and promote sustainable use of terrestrial ecosystems
16- Promote peaceful and inclusive societies for sustainable development
17- Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development

UNITED NATIONS GLOBAL COMPACT

Baltur Spa also adheres to the ten principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption:

1- Human Rights – support and respect the protection of internationally proclaimed human rights within their sphere of influence
2- Human Rights – make sure that they are not, even indirectly, complicit in human rights abuses
3- Labour – uphold the freedom of association and the effective recognition of the right to collective bargaining
4- Labour – eliminate all forms of forced and compulsory labour
5- Labour – effectively abolish child labour
6- Labour – eliminate discrimination in respect of employment and occupation
7- Environment – support a precautionary approach to environmental challenges
8- Environment – undertake initiatives to promote greater environmental responsibility
9- Environment – encourage the development and diffusion of environmentally friendly technologies
10- Anti-Corruption – work against corruption in all its forms, including extortion and bribery

All company managers are required to put the above principles into practice on the basis of the objectives assigned to each of them.
KPIs and Objectives are set out in the Company Performance Indicators Document.
All Baltur personnel are asked to provide their fullest cooperation in implementing these shared principles.
For each of the key elements listed above, Baltur has developed individual, specific policies to be referred to.

Cento, 31/08/2026

Chief Executive Officer and General Manager
Baltur Spa
Dr. Riccardo Fava

This document is the property of BALTUR S.p.A. Reproduction by photocopying, even in part, is prohibited without the prior written authorisation of the company
Document translated using AI. Please refer to the Italian version.