Interseals Policy

Policy Quality, Safety, Environment, Sustainability, Information Security (Tisax®)

INTERSEALS S.r.l. was established in 1995 to operate in the O-ring moulding industry, gaskets and technical elastomer articles. In 2019, Ar-tex SPA entered the share capital of Interseals, with the realization on 01/01/2021 of Ar-tex Holding Sealing Solution. With the presence of the Group's plats at a global level, a turnover of more than 100Mio€ and more than 650 employees, this move will provide Interseals with new growth opportunities.

Customers consist of industrial user companies and distributors operating in the subcontracting of technical components. Technical quality and productivity are ensured by effective and efficient production processes, which are indispensable in order to compete and remain in the automotive supply chain. INTERSEALS S.r.l. intends to establish itself at Italian, European and international level as a qualified manufacturer of seals and technical articles made of elastomer and of lubrication and micro-cleaning surface treatments. Customers in the general sector and those in the automotive sector in particular require:

- ✓ Low cost, high quantity and high technical product quality
- ✓ Minimal defects in a few pieces per million (PPM, target zero defects)
- ✓ Product service life.

INTERSEALS S.r.l. aims to provide innovative solutions at competitive costs and of excellent quality, in compliance with the legislative framework in terms of Environment and Safety, exploiting its strengths, which are:

- ✓ Responsiveness
- ✓ Flexibility
- ✓ High technological level
- ✓ Effective risk control

minimising, where technically possible and economically sustainable, any negative impact on the environment.

For this purpose, the company intends to operate according to the following guidelines:

Believing in total quality and continuous improvement of environmental performance:

- Implementing and maintaining an up-to-date management system in accordance with IATF16949:2016 and ISO9001:2015 quality standards, environment ISO14001:2015, occupational health and safety management system ISO45001:2018, information security ISO27001:2022 and Tisax;

- Identifying processes and indicators to be monitored;

- Conducting periodic audits to prevent non conformities and to identify areas for improvement;

- Conducting an extreme fight against waste, of whatever nature, and limiting the use of resources;

- Systematically applying the 5S methodology;

- Pursuing, in full compliance with environmental and safety requirements, the satisfaction of the **CUSTOMER**, which is fundamental to the future of INTERSEALS S.r.l.;

- Adopting new technologies aimed at the continuous improvement of quality and environmental performance and the prevention of pollution;

- Recognising the extreme importance of safeguarding and protecting the environment, as a condition of existence of the industrial system in the context in which it operates.

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Promoting corporate sustainability (ESG – Environment Social & Governance):

- Supporting responsible investment (IR) by pursuing typical financial management objectives taking into account environmental, social and governance aspects

- Accepting and embracing the goals defined by the United Nations for Sustainable Development, set out in the 2030 Agenda, in particular:

	SDG-3	Membership in the WHP network coordinated by ATS Brescia for Health Promotion in the Company, through the activation of good practices for the creation of healthy lifestyles. Promotion of company vaccination campaigns
	SDG-5	Wage policies
	SDG-6	Monitoring of water consumption Installation of industrial waste water filtration systems Periodic water analysis
	SDG-8	Supporting local employment and economic growth
	SDG-9	Increasing the effectiveness of infrastructure
	SDG-10	Supporting charitable activities
	SDG-17	Commitment to effective communication and supply chain awareness

- Implementing an energy management system according to ISO 50001 and issuing an energy analysis report

- Reviewing and updating the Energy Policy and its internal and external communication methods within the organisation

- Defining energy performance indicators, improvement targets and timing for their achievement, how to implement the company's energy improvement plan

- Quantifying and reporting direct or indirect greenhouse gas (GHG) emissions related to the company and its operations (Carbon Footprint Organization).

- Adopting a CFO calculation methodology that complies with international standards for the Carbon Footprint of Organisations, in particular UNI EN ISO 14064-1:2019, with regard to the analysis of Scope 1 and Scope 2 (mandatory) and Scope 3 (optional).

- Opening an implementation project, related to the above described, including:
  - 01 – Sustainability report
  - 02 – Energy management system certification according to ISO 50001
  - 03 – Organization Carbon Footprint

With project closure deadline and release of first internal sustainability report scheduled for July 2025 (with sustainability report published in 2026).

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Promoting secure information management within the company:

- Implementing the secure information management system in accordance with the Tisax standard through the following path:
  - detailed understanding of the company's information assets through Data Classification;
  - Risk Assessment specific for information security, integrated into the system already in place
  - staff training and awareness-raising activities on information protection issues
  - implementation of the information security management system (ISMS) and its technological implementation in a Tisax perspective
  - identification of the processes and sub-processes required for the ISMS, design and implementation of a document system to support information security management for full compliance with ISMS – Tisax requirements
  - obtaining the conformity certification 'label' by 2025, following Assessment Level 3 that will be conducted on site by DNV

Believing in innovation:

- Supporting both product and process innovation, so that the company can succeed in the years to come;
- Proposing cutting-edge quality and environmental solutions that add value to our products and to what we offer our **CUSTOMERS** (through the use of FEA and Mould-flow software as well as through the development of production processes involving the use of thermoregulated moulds);
- Pursuing product/process development planning to reduce potential environmental impacts (internalisation of the product finishing process).
- Introducing a new Manufacturing Execution System (MES) software capable of interconnecting machines, people and systems with each other, achieving full integration of the information underlying Industry 4.0 in real-time, enabling:
  - sending and collecting data from machines
  - development of dashboards for machine monitoring
  - interconnection of machines to the factory computer system

Enhancing the skills and contribution of its employees

- Making them accountable, each according to their duties, for their actions (communication of responsibilities by letters of appointment at all levels);
- Making them aware of their role in increasing CUSTOMER satisfaction and the image of the company in compliance with the requirements of the SQA;
- Raising awareness and involving them, through their representatives, in the identification of possible environmental improvement actions;
- Supporting them in teamwork in a climate of cooperation and involvement (by implementing well-being performance analyses WPA by external companies by 2024).
- Facilitating more direct communication at all levels (including through an application for attendance management and general communications) and establishing an HR desk for employees
- Introducing a collective performance award
- Promoting communication and internal relations with targeted leadership courses

Enhancing human capital

- Preparing an annual training plan for the development of critical skills of the company

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Operating within the legislative framework in terms of Environment and Safety

- Ensuring that its activities are carried out in compliance with current legislation and any other environmental requirements to which the organisation subscribes;
- Ensuring the constant assessment of risks and the implementation of any necessary action to mitigate their potential effects (voluntary appointment of internal RSPP to pursue this objective).
- Adopting the organisational model in accordance with Legislative Decree 231
- Eliminating dangers and reducing risks to health and safety of employees
- Minimising environmental impacts and eliminating them where possible, compatible with the context and resources
- Managing identified risks and opportunities arising from internal and external context factors
- Conveying to the entire organisation the importance of safety in the workplace, ensuring the participation and consultation of workers through their representatives.
- Pursuing pollution reduction targets
- Committing to sustainable development and the creation of a culture of respect for the environment and the health and safety of workers in the company

Operating by promoting the corporate Code of Ethics

- Updating the Code of Ethics with Group CSRs
- Ensuring the information, communication and adherence of all stakeholders inside and outside the organisation;

What is written is brought to the attention of all INTERSEALS S.r.l. collaborators so that everyone becomes aware and can contribute to the achievement of the objectives. The Policy document is communicated to all the organisation's personnel through posters on company notice boards and periodic meetings organised by the Management. The Interseals Policy and the Code of Ethics are published on the Company Website.

The slash next to the paragraph and /or the underlining of the text indicates the revised content compared to the previous edition.

Issued by	Issue date
Luciano Vavassori (CEO)	**05/04/2024**

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