

Sustainability Policy

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Sustainability policy

For years we have been talking about sustainable development as something important but, at the same time, as someone who will have to do something in an unspecified future.

Actually, the topic is more and more relevant: newspapers and TV talk about it continuously also for the numerous real phenomena such as drought, floods, heat waves and much more that is often connected to climate changes. Now it is clear that, without adopting all the appropriate ways to react, the stress that undergoes our planet will become destructive and only by acting gradually and urgently we can avoid the total disaster and save the beauty and life on Earth as we can admire it today. In the last years it has also been understood that sustainability, which can be difficult and expensive in the initial stages, cannot concern only the environmental and climatic conditions but that the improvement actions for a real and solid sustainability should include also social, economic and ethical issues with the maximum involvement.

This policy document aims to recall the values and principles on which founding new and renewed commitments towards sustainability; **SCS** intends to contribute by guiding the decision-making processes also considering environmental, social and governance issues (ESG).

Values and principles of this policy will be applied at the best of possibility and ability by the Administrators, supported by employees, collaborators, along the supply chain and to all subjects who operate on behalf of **SCS**, whatever is the relationship, even temporary, that they have with the company. The definition of the contents of the Policy took place taking into consideration the expectations of management and internal and external stakeholders, employees, customers, suppliers, shareholders, the local community, local authorities and the public administration.

Values, Principles and Mission

The values that inspire us start from the idea of being able to offer to active and potential customers, in Italy and abroad, our tools compliant with the requirements and optimized for quality and responding to the ever-increasing needs and expectations coming from the market; tools realized in a production process that better respond to all the requirements. The ability to supply quality, productivity and efficiency always paying maximum attention to details was and will remain at the centre of company policy as the distinctive element of **SCS** for all customers in Italy and abroad. We will keep customers at the centre of our work offering more innovative solutions that will be in full compliance with the requirements that customers will submit us.

SCS has selected and adopted five founding principles on which basing its commitment to a sustainable development and these are:

- Product compliance and quality
- Care to people
- Environmental protection
- Sustainable supplies
- Ethics in work relationships

We assume that these principles are well integrated in a respectful management of the ecosystem, of the human rights of today and in the view of future generations. The below described principles guide the management in the interventions for the involvement of our stakeholders and the sustainability initiatives that we promote.

Compliance and Quality of our tools

Technical updating, technology of machineries and workplace are integral parts of our DNA and guide the company strategy. The guidelines for quality are strictly linked to the Quality Management System certified according to the ISO 9001:2015 standard.

We pay continuous attention to the identification and exclusion of inefficiencies, in all phases and operations of the processes to ensure the best results.

For over 40 years, we have been receiving and collecting information on the full satisfaction of our customers, which remains a key objective of our commitment towards the future.

Care to people

The human capital made up of the people that compose our organization are the reference point with which the company's activities are developed. Care to personnel arises from the complete respect as people and from their constitutional and legal rights as workers. Any non-respectful behaviours and attitudes between colleagues or in conflict with the acceptance of equal opportunities, diversity, freedom of thought and association are disapproved and turned back to mutual respect and to full and active collaboration and tolerance.

We consider the creation of a safe, healthy and stimulating workplace to be of primary importance for all the people who work in the company. Aware of this, we are committed to the compliance of actual regulations on health and safety at work.

We have defined specific procedures and instructions for workers who carry out operations with higher risk. We are committed to offer to our employees tools to enhance their work experience in both professional and personal terms. We invest significant resources for the offer of various safeguards to protect the well-being of employees both in terms of insurance and with specific welfare services that can be customized also on the basis of individual needs.

Environmental protection

We are committed to environmental protection starting from compliance with the large and detailed legislation issued by the various sources of the national and European Public Administration. Our Environmental Management System brought to ISO 14001:2015 Certification, thus guaranteeing the careful and proactive management of the different aspects of environmental impact. Production processes and the various used substances are examined and our attention is extended to the entire life cycle of our products.

We pay attention to the expectations of our Customers, who are also often committed to the best control and reduction of environmental impacts and related environmental management systems and more generally towards sustainability goals. We support, to the best of our ability, investments that can lead to reductions in carbon dioxide (CO₂) emissions and other various substances classified as climate altering. Like many of our Customers and Suppliers, we have been taking care for a long time of saving the various forms of energy and using innovative sources starting from the electricity consumed. Generally, we pay attention to the possibility of reducing the environmental impact associated with the factory plant and production activities, starting with minimizing emissions of various types, water consumption and waste of various types, aiming at their recovery and recycling rather than sending them in landfills.

Sustainable supplies

For our productions we need several sub-supplies of technical components, semi-finished products, materials, substances and heat treatment services and others. These supplies are procured by different Suppliers that we directly qualify both in terms of conformity and supplied quality and for the degree of guarantee of their environmental legal compliance and of their preparation and initiatives in the field of circular economy issues, the use of renewable/recyclable sources and more generally to sustainability issues.

The activities and processes that we conduct require lasting relationships with a supply chain based on compliance with tightened technical requirements and deliveries necessary for our productions. As our Customers, we are and will always be more attentive to develop supply and cooperation relationships with companies that are capable to be active and proactive on the various and important aspects of the sustainable development. We pay attention to the search of suppliers in our area to facilitate the possibility of interaction and discussion on sustainability issues.

Ethics in work relationships

We are committed to conduct our business in full compliance with current regulations and operating according to our values of diligence, correctness and loyalty through safeguards such as the Integrated Policy and the Code of Ethics which are displayed in the company and distributed to the Suppliers. Furthermore, we execute various audit activities and controls on the correct execution of the activities necessary for the prevention of unlawful and/or unethical behaviour in the workplace and in relations with third parties.

Compliance with company values and rules and current regulations is protected through possible sanctions proper with the scope of the various and proven violations.

Mandatory and voluntary legal framework

The contents of this Policy are also defined in close connection with the guidelines and principles established by the ISO 9001:2015 and ISO 14001:2015 norms, by the GRI Standards (*) for non-financial reporting and by what is legally established. Such laws and regulations established in Italy and internationally represent the basis on which **SCS** builds its strategy and its commitment in the field of sustainable development.

Communication and application

This Sustainability Policy is shared with all SCS employees and collaborators through exposure and moments dedicated to disclosure, understanding and sharing. The Policy is also brought to the knowledge of the commercial counterparts in the pre-contractual and contractual phase. With reference to the other **SCS** stakeholders, sharing of the document is guaranteed through its publication on the Company's website.

Any violations of this policy can be reported by **SCS** internal staff through the direct communication channel using e-mail.

Verification and revision of the Sustainability Policy

Following the identification of further significant aspects or on the basis of indications that may be variously reported and implemented, this policy document may be revised by company management and confirmed with a dedicated note in the minutes of the Board of Directors of **SCS**. Any revision of the policy will be promptly made available to all recipients.

(*) The standards defined by the Global Reporting Initiative (GRI) are a reference for organizations all over the world and are used to measure and communicate, with the highest level of transparency, performance in terms of sustainability.

Pontoglio, 02 January 2023

General Manager

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