MARELLI Environmental, Social Responsibility, Safety and Health at Work Policy

Marelli Manufacturing System

EMERGENCY Preparedness

The compatibility between production processes and the environment, and the attention to the health and safety of workers, consolidate the development of the Company, increasing both competitiveness and the ability to create value, improving its image, and the ability to meet the needs of end customers and interested parties, making the demands of the context in which it operates its own.

Aware of this approach, **Marelli Europe S.p.A.** of Caivano (NA) has taken a consistent attitude, involving all the company functions operating in the plant, also through the consultation and participation of the RLS, in order to encourage their contribution in the management of environmental aspects and the health and safety of workers according to the role held, the tasks assigned and the skills acquired.

The Management of **Marelli Europe S.p.A.** , the Caivano (NA) plant operating in the field of *"Manufacture of motorcycle propulsion components for motor vehicles made by means of precision mechanical machining, heat treatment, assembly, injection molding and vibration welding processes",* undertakes to implement and maintain a policy appropriate to its purposes and the context in which it operates, recognizing in it a strategic reference framework for the definition of its objectives, goals and commitments in particular for:

- operate in respect of the environment by ensuring its protection and safeguarding the health and safety of workers, ensuring full compliance with the EU, national and local regulations in force, the ILO Conventions, the Universal Declaration of Human Rights, all applicable legal requirements, as well as the compliance obligations voluntarily assumed and company directives and guidelines, with particular attention to environmental issues and aspects relating to the health and safety of workers.
- plan the investments necessary for the proper functioning of plants, machines, equipment and all infrastructures in general.
- to equip its employees with infrastructures suitable for the activity to be carried out and all the necessary personal and collective protective equipment with regard also to their ergonomic needs.
- promote "proactivity" by spreading the "culture of safety" and developing the "environmental awareness" of all the people who work for the plant or on its behalf, through appropriate training, participation, consultation, communication, information and awareness programs;
- ensure the establishment of a Committee for Health and Safety at Work, with the aim of maintaining a constantly high level of attention on issues.
- continuously improve its corporate management system in order to ensure the integration of its requirements into the organisation's business processes, the achievement of the expected results and the increase, over time, of its performance so as to eliminate or minimise risks and undesirable effects on the environment and occupational safety and health;
- guide, support and provide human, instrumental and economic resources necessary to manage environmental and safety aspects;
- promote a "*risk-based thinking*" approach in order to correctly identify the context in which it operates and define the requirements of its business management system.
- Adopt ethical and transparent practices to ensure respect for fundamental rights between suppliers and partners. Selection of suppliers with high ethical, safety, environmental and social standards for a responsible business network.
- Ensure full respect for the freedom and dignity of work, prohibiting any form of coercion, abuse and irregular employment, promoting the well-being of workers and protecting their rights of association and collective bargaining. Guarantee the protection of children, excluding all forms of child labour.
- We promote diversity, inclusion and equal opportunities, always putting people's well-being at the center with enhancement, training and participation initiatives at all levels. We ensure that no employee is discriminated against for reasons other than professional skills. Recruitment, development and advancement are based solely on merit. Integrity is paramount: we fight all forms of corruption. We respect legal limits, collective agreements and ensure fair wages according to current regulations.

To ensure the "continuous improvement" of its environmental performance and health and safety in the workplace and social responsibility, the Management has defined the following principles to be followed and taken as a reference in the management of production, auxiliary and support processes:

- Carry out a systematic assessment of the safety of the site, through the implementation of a monitoring system, on the basis of which to implement continuous improvement actions.
- Plan any changes, taking into account, as of primary importance, Health and Safety aspects.
- implement everything possible to prevent any activity that could give rise, even potentially, to pollution, also considering strategies for adaptation and mitigation to climate change;
- optimize the use of resources in the definition and manufacturing phases of products;
- set up and support "waste hunting" initiatives to reduce consumption and related environmental impacts and reduce CO2 emissions and greenhouse gases to mitigate the impacts of climate change
- prevent the risk of accidents and the onset of occupational diseases through the identification and elimination of all (possible or potential) unsafe working conditions and actions;
- Train staff on ethical and social principles to ensure respect, dignity and fairness at work. Communicate and document the commitment to quality, environment, health, safety and corporate social responsibility
- provide its employees, visitors and suppliers in transit through the plant with a healthy and safe working environment, also communicating this Company Policy to the outside world and to interested parties;
- equipping its production plants with equipment and machinery suitable for eliminating or minimizing risks to the environment and workers.
- Adoption of ethical and transparent business practices, in line with the highest standards of integrity.

Marelli Europe S.p.A., at its plant in Caivano (NA), adopts the ISO 14001, ISO 45001 and SA8000 management systems. This document establishes objectives aimed at continuous improvement for the environment, health, safety and social responsibility, with periodic reviews that ensure its constant effectiveness. The Management formalizes this Policy, which is consistent with the Corporate Policy and responds to the corporate risks identified. Integrity is a central value for Marelli. To ensure accessibility and transparency, anyone can report ethical issues, non-compliant behavior or suggestions relating to the ISO 14001, ISO 45001 and SA8000 standards by filling out a digital form available at the following link: SA8000 – REPORT/COMPLAINT FORM – Fill out the form, also available via QR code

Caivano (NA), 04 June 2026

Direction: U.Parente REV. 1