

QUALITY, ENVIRONMENT, AND EMPLOYEES' HEALTH & SAFETY POLICY

Beckett Thermal Solutions s.r.l. believes that the Company's success is due to its values of:

- Integrity
- Excellence
- Profound Respect for the Individual

In pursuance of these values, WE as Beckett Thermal Solutions s.r.l. are committed to guaranteeing the implementation of environmental, safety and health measurements to the benefit of each employee, as well as endeavouring to reach constantly higher prestige in what we do.

We support the Ten Principles of the United Nations Global Compact on Human Rights, Labour, Environment, and Anti-corruption following these as the guidelines for our Company Culture, Strategy, and Way of Doing Business.

On the lookout for constantly improving ourselves, we see our company fully engaged in maintaining High Quality Standards, ensuring the execution of strategies that aim for:

- Meeting both internal and external stakeholders' satisfaction by steadily enhancing products and processes' qualitative criteria.
- Treating our employees as our key internal source of value for the achievement of common goals.
- Involving Suppliers in Product Development Processes to build stronger business relationships and boost Partnership Efficiency.
- Assisting Customers to make sure to identify their needs and meet their requirements in the future.
- Respecting International Standards to fulfil Stakeholders' Expectations in terms of Quality, Performance, and Reliability.
- Including measurable objectives compliant with quality policies in the Company Business Strategy.

With a focus on Environment and Safety Policies, we are committed to:

- Guaranteeing safe working conditions which prevent employees from the risk of work-related injuries and/or diseases.
- Complying with the legislative obligations set out in current regulations regarding Environment and Safety Policies.
- Removing any kind of dangers and risks linked to the operation of our manufacturing plant
- Using natural and energy resources more efficiently.
- Developing sustainable and eco-friendly processes and products.
- Implementing ergonomic working methods which satisfy all employees' needs and comforts.
- Ensuring employees' involvement in the Company Processes.
- Reducing the use and emissions of polluting substances.
- Supported by tailored training initiatives, raising employee's awareness towards the importance of enforcing, and respecting the principles for the safeguard of Environment and Safety Standards.
- Using procedures and/or regulations and/or plans, products and/or materials that cause the least possible impact on environment, safety, and health of employees, both in use and dismissal of materials.

This policy has been made widely known to all Employees and External Stakeholders and is available to anyone who might ask for it.

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Francesco Pisano

CEO Beckett Thermal Solutions S.r.l.