

QUALITY, ENVIRONMENT AND SAFETY POLICY

Wegh Group is a dynamic, agile and continuously evolving company: its 'core business' involves design, production, assistance and maintenance activities for the Railway Sector, offering excellent products and a high level of professionalism to its Customers; this objective can only be achieved when the protection of employees' health and safety and respect for the environment are considered fundamental principles.

The **objectives** we aim to achieve, maintain and continuously improve over time are:

- **Customer Satisfaction:** understanding Customer expectations and needs and supplying products that meet delivery times and contractually defined features and requirements, through effective contractual ability, professional design activities and effective process and finished product control procedures.
- **Constant improvement of the products and services provided**, by involving suppliers, motivating employees and eliminating flaws detected in processes and products.
- **Achieving a level of excellence** among companies operating in the same sector, improving internal organization and constantly verifying the management system and costs in order to assess adequacy, effectiveness and efficiency and operating in compliance with safety and environmental standards.

Attention to **product quality** is therefore extended to the monitoring of all company processes which are executed in accordance with **established and observed principles of ethics and conduct**.

The Wegh Group therefore undertakes to operate so that its business activities are beneficial to Company stakeholders, **in full compliance with the law and the provisions set out in the voluntary codes or regulations to which it adheres**.

Management is convinced that the development of company activities must be sustainable and compatible with the surrounding environment, maintaining the right balance between social, environmental and economic responsibility.

Management is aware that for present and future success and the satisfaction of all stakeholders, it is also necessary to establish specific objectives in terms of health protection, environmental safeguarding and the safety and respect of ethical principles.

Management undertakes to follow and support the following aspects:

- **Protection of the Health and Safety** of Workers and Respect for the Environment
- Implementation of techniques to **prevent pollution**, monitoring the direct and indirect environmental impacts of sites using processes, materials and products that avoid, or at least reduce, the impact on the environment.
- Commitment to the **progressive reduction of waste production and energy consumption** in its various plants.
- Commitment to the **prevention of accidents and occupational diseases, also monitoring near-misses** and favouring Preventive Actions and therefore activities of prevention.
- Commitment to the **continuous improvement** in the management of the Integrated System and performance, periodically monitoring the data of indicators and implementing appropriate improvement actions.
- **Communicating this Policy** to all persons working for the company or on its behalf, including contractors operating on company premises.
- Investing in the **continuous training** of personnel so that each employee is qualified and trained to operate in compliance with company procedures in terms of quality, environment and safety, and to involve personnel to ensure they actively participate in the improvement project.
- Verification to ensure that the **activities of suppliers and subcontractors** are carried out in compliance with regulations governing health and safety and environmental protection.
- Periodically analysis of **risks and business opportunities** according to "risk based thinking", in order to implement everything possible to guarantee business continuity and the efficiency of processes.

Given the absolute strategic importance for the company covered by QUALITY, SAFETY and ENVIRONMENT all personnel, functions and anyone called upon to collaborate with the company, shall cooperate in supporting and disseminating this Policy in every phase and at every level.

This Policy is formally approved and periodically verified by General Management and is disseminated to all internal personnel, external Organizations, Companies and Bodies through publication on the company website.

Managing Director

Translator's note - Stamp of the company Wegh Group S.p.A with illegible signature.