



OFFICINE AMBROGIO MELESI & C. S.R.L.

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Cap.Soc./Share Cap. €500.000 i.v.
P.IVA - C.F. - R.I. Lecco:
IT 00231630138
R.E.A. n. LC-108835
N.Mecc./Export n. LC005895

ESG POLICY

Officine Ambrogio Melesi & C. S.r.l., fully aware of the social and environmental responsibilities associated with its activities, is committed to integrating ESG (Environmental, Social, and Governance) principles into its corporate management. The company embraces a sustainable approach that prioritizes environmental protection, employee well-being, and ethical governance, ensuring compliance with regulatory standards and alignment with the United Nations Sustainable Development Goals (SDGs).

A. Environmental Protection

Officine Ambrogio Melesi recognizes environmental protection as a fundamental value and adopts a responsible approach to minimizing the impact of its activities. The company promotes a sustainable production model by optimizing natural resource consumption and reducing waste generation, in accordance with UNI EN ISO 14001 standards.

- 1. Energy Efficiency** – The company is committed to reducing energy consumption by continuously monitoring machinery, plants, and company vehicles. It identifies and implements solutions to enhance efficiency.
- 2. Climate Change Mitigation** – Officine Ambrogio Melesi actively works to lower its carbon footprint by adopting energy efficiency strategies and promoting the use of renewable energy sources. Emissions monitoring is a key element of this commitment.
- 3. Water Management** – The company monitors and optimizes water use, implementing recovery systems to minimize waste and conducting regular inspections to prevent leaks.
- 4. Waste Management** – Practices are in place to reduce waste generation, prioritizing the recovery and recycling of processing scraps to support a more efficient and sustainable waste management system.
- 5. Pollution Control** – Officine Ambrogio Melesi implements measures to mitigate environmental impact by monitoring emissions and improving discharge quality, ensuring compliance with environmental regulations and protection standards.

B. People's Well-being and Social Responsibility

People are at the heart of the company's strategy. Officine Ambrogio Melesi is committed to fostering a safe, inclusive work environment in compliance with UNI ISO 45001 standards. The company's key commitments include:

- 1. Occupational Health and Safety** – The company adopts preventive measures, provides continuous training, and invests in infrastructure and equipment to ensure a safe working environment.
- 2. Dignity and Equal Opportunities** – A fair, discrimination-free workplace is promoted, valuing skills, merit, and diversity.
- 3. Human Rights and Decent Working Conditions** – The company upholds international labor standards, prohibits all forms of exploitation, and ensures fair working conditions, extending these principles to its suppliers.



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4. **Social Dialogue** – Open communication with employees and trade unions is encouraged, in compliance with the **Collective Bargaining Agreement (CBA)**, to foster engagement and participation.

5. **Community Engagement** – Officine Ambrogio Melesi supports social, cultural, and educational initiatives, contributing to the sustainable development of local communities.

C. Corporate Governance and Integrity

A transparent and responsible governance model is fundamental to the company's sustainability. Officine Ambrogio Melesi is committed to:

1. **Ethics and Transparency** – Ensuring that every corporate decision is guided by fairness, integrity, and compliance with regulations.
2. **Compliance and Risk Management** – Strengthening internal controls, preventing fraud, and ensuring adherence to **anti-corruption** and **anti-money laundering** regulations while fostering a corporate culture based on integrity.
3. **Stakeholder Engagement** – Maintaining open dialogue with stakeholders and selecting reliable, ethical, and sustainable partners.
4. **Conflict of Interest Management and Fair Competition** – Implementing procedures to identify and manage conflicts of interest, ensuring compliance with **antitrust regulations**, and rejecting anti-competitive practices.
5. **Data Protection and Cybersecurity** – Implementing robust security measures to safeguard sensitive information and prevent unauthorized access.

D. Ethical Reporting

Officine Ambrogio Melesi promotes an ethical work environment in full compliance with applicable regulations. An **anonymous whistleblowing channel** is available on the company's website for reporting any irregularities. The company guarantees protection and confidentiality for whistleblowers and conducts regular audits to reinforce adherence to ethical principles.

E. Objectives and Monitoring

Officine Ambrogio Melesi develops a strategic ESG Plan, identifying the most relevant sustainability priorities for the company. This plan is regularly reviewed and updated, ensuring continuous monitoring of progress.

Each year, the company publishes a Sustainability Report, detailing its commitments and achievements, including progress on the ESG Plan. The ultimate goal is to address environmental, social, and governance challenges in a structured manner, contributing to a more sustainable future

Cortenova, March 6th, 2025

The President
Ing. A Invernizzi