
COMPANY POLICY ON QUALITY, OCCUPATIONAL HEALTH AND SAFETY, ENVIRONMENTAL PROTECTION AND SOCIAL RESPONSIBILITY

GATESAIR SRL is committed every day to providing all the necessary resources to enable its customers to transmit their signals with the highest levels of quality, efficiency, and reliability. Through the principles outlined below, GATESAIR SRL defines its commitment to achieving the highest level of customer satisfaction, promoting employee well-being, and protecting the environment in which it operates.

PRODUCTS DESIGNED TO SOLVE PROBLEMS: Our products are designed to simplify the day-to-day management of transmission networks for operators in the radio and television broadcasting industry, our customers. Design, expertise, and technology are dedicated to delivering functionality, efficiency and ease of operation.

SUSTAINABILITY: We are committed to implementing a sustainability and environmental protection policy by providing the conditions necessary for the continual improvement of environmental performance and the prevention of pollution. This commitment is achieved through clear, defined, and shared procedures that guide operational activities and ensure the proper management of waste, by-products, and associated environmental impacts.

RELIABILITY: Our structures and materials are designed and selected to ensure simplicity, durability, and long-term performance while minimizing maintenance requirements throughout the product lifecycle.

HEALTH, SAFETY AND SOCIAL RESPONSIBILITY: We are committed to reducing workplace risks to the lowest level reasonably practicable, ensuring worker consultation and participation in occupational health and safety matters, and promoting a positive, healthy, and safe working environment.

FLEXIBILITY AND RESPONSIVENESS: We customize our products to meet customers' aesthetic and technical requirements, providing tailored solutions within short lead times.

INNOVATION: We continuously invest in research, development, and technological expertise to keep pace with market developments and anticipate customer needs through ongoing innovation, testing, and product improvement activities.

COMPLIANCE: We design and manufacture equipment in compliance with all applicable laws, directives, regulations, and standards in force both in our country and in the countries where our products are installed and operated.

COST EFFECTIVENESS: By improving process efficiency and reducing the costs associated with poor quality, we can allocate financial resources to product improvement while avoiding waste, thereby offering products that fully justify their value and price.

TECHNICAL SUPPORT: Product traceability and the availability of a specialized technical support team enable us to respond promptly to customer needs in an industry where time is critical.

CONTINUAL IMPROVEMENT: We strive to remain at the forefront of technology by continuously improving product performance and learning from both successes and failures in order to strengthen our management system and compete with leading companies in the telecommunications industry.

RESPONSIBILITY: The Customer is at the center of everything we do. We are dedicated to providing the best solutions at the right price while honoring every contractual commitment, including product specifications and delivery deadlines.

The adoption of a Social Management System (SMS) is a strategic decision by GATESAIR SRL that can contribute to improving its overall social performance and can provide a solid foundation for social development initiatives.

The Management of GATESAIR SRL believes that the implementation of an Integrated Management System (Quality, Environment, Health and Safety, and Social Responsibility) in compliance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI ISO 45001:2018, and PAS 24000:2022 is the most effective way to implement this Policy and achieve the following objectives:

- Compliance with applicable laws, contractual requirements, and obligations applicable to the organization and its business partners;
- Ensuring safe and healthy workplaces by preventing work-related injuries and illnesses and proactively improving occupational health and safety performance;
- Ensuring continuous monitoring of compliance with both mandatory legal requirements and voluntary commitments undertaken by the company;
- Achieving the required level of quality at the lowest possible cost;
- Giving priority to the prevention of nonconformities and issues related to quality, environmental management, and occupational health and safety;
- Strengthening top management leadership and commitment to the management system and ensuring worker consultation and participation in the development, planning, implementation, and continual improvement of the Integrated Management System;
- Maintaining a zero-compromise approach to employee safety and environmentally responsible management of the services provided;
- Ensuring that all personnel take responsibility for the quality of their work and actively contribute to the continual improvement of the Integrated Management System for Quality, Environment, Health and Safety, and Social Responsibility, while fulfilling both the explicit and implicit requirements of customers;
- Ensuring that all company functions are accountable for the implementation of the Integrated Policy and for maintaining the Quality, Environment, Health and Safety, and Social Responsibility Management System in full operational effectiveness;
- Planning training activities for personnel at all levels and across all functions, raising awareness of both internal and external environmental issues and informing employees of the risks associated with their tasks and activities;
- Planning quality improvement initiatives and optimizing the supplier base through performance evaluation and the selection of products, materials, and equipment with lower environmental impact and reduced risk to workers; encouraging suppliers, customers, and users to operate, wherever possible, with a focus on continual improvement and sustainable development;
- Optimizing processes to improve company competitiveness and facilitate the identification of hazards, the control of risks, and the effective management of opportunities within the Integrated Management System;
- Promoting the sustainable use of water, energy, and natural resources;
- Ensuring careful management of substances potentially hazardous to the environment through risk and impact assessments and the adoption of specific procedures;

- Ensuring the accurate completion and retention of quality, environmental, health and safety, and social responsibility records, which constitute objective evidence of service quality;
- Establishing environmental objectives and targets for company functions in order to support the evaluation, adequacy and continual improvement of the Integrated Management System for Quality, Environment, Health and Safety, and Social Responsibility;
- Recognizing the importance of climate change by considering its impacts and promoting actions aimed at improving energy efficiency, in line with the principles of the company's quality, environmental, and occupational health and safety management systems.

The Management of GATESAIR SRL has decided to adopt the voluntary PAS 24000:2022 standard in order to promote, protect, and value all personnel working under its control and within its sphere of influence. The adoption of this standard represents a concrete commitment to the ethical, responsible, and transparent management of business activities, promoting decent and safe working conditions while respecting and protecting fundamental human rights.

In accordance with the requirements of PAS 24000, GATESAIR SRL applies the following principles:

- **Prohibition of Child Labour and Protection of Young Workers**

The Company does not employ child labour under any circumstances and does not establish employment relationships with individuals below the minimum legal working age.

However, in full compliance with applicable laws and regulations concerning the protection of young people, GATESAIR SRL may host students aged 17 to 18 who participate in school internship programs or work-based learning schemes. Such participation does not constitute an employment relationship but exclusively a supervised educational and training activity authorized by the relevant educational institutions. Interns are assigned only non-hazardous tasks appropriate to their age and capabilities and are always supervised by experienced personnel.

Their protection, health, and safety are considered an absolute priority and are ensured through dedicated procedures that comply with applicable legal requirements and the social responsibility principles of PAS 24000.

- **Working Hours, Fair Compensation and Prohibition of Forced Labour**

GATESAIR SRL fully complies with the working time provisions established by the applicable National Collective Labour Agreement (CCNL), without exceeding legal limits and ensuring balanced work schedules.

Any overtime work request, always in compliance with legal requirements, is voluntary and non-coercive in nature. The Company guarantees compliance with all legal provisions relating to occupational health and safety, as well as full compliance with remuneration and employment rights established by law and collective agreements.

- **Freedom of Association, Collective Bargaining and Protection of Individual Rights**

GATESAIR SRL recognizes and protects every employee's right to assemble peacefully, join trade unions, political or civic associations, and participate in collective bargaining activities.

The Company does not interfere with these freedoms in any way and ensures an environment that supports the full exercise of trade union and representative rights.

- **Non-Discrimination and Promotion of Inclusion**

The Company opposes all forms of direct or indirect discrimination and guarantees equal treatment for all employees, regardless of gender, race, ethnicity, color, social origin, genetic characteristics, language, religion, personal beliefs, political opinions, membership in minority groups, age, disability, sexual orientation, or any other personal condition.

GATESAIR SRL considers diversity to be a value and promotes an inclusive culture at all levels of the organization, fostering working environments in which every individual can fully express their potential.

The Company applies fair disciplinary practices that respect human dignity and comply with applicable regulations.

- **Fair Compensation, Living Wages and Benefits**

GATESAIR SRL guarantees compliance with minimum wage requirements, overtime pay, leave entitlements, and all benefits established by applicable legislation.

Employee remuneration is intended to provide a decent standard of living and is aligned with prevailing industry practices.

The Company also requires its suppliers to respect the same principles, ensuring that the entire supply chain upholds the right to fair and decent working conditions.

- **Monitoring, Continual Improvement and Stakeholder Engagement**

In line with PAS 24000 requirements and to ensure continuous monitoring of its social performance, GATESAIR SRL has established a **Social Performance Team** responsible for periodically verifying compliance with PAS 24000 requirements, assessing and monitoring social risks, and proposing improvement actions and initiatives. During the annual Management Review, specific, measurable social objectives are established in accordance with the principle of continual improvement, which represents one of the cornerstones of the management system.

Particular importance is given to the active involvement of employees, suppliers, and all interested parties.

The Company promotes training, communication, and awareness activities on social responsibility topics in order to build an organization that is informed, engaged, and responsible.

GATESAIR SRL also ensures the documentation, implementation, and retention of all information related to its Social Responsibility Management System, ensuring accessibility and transparency for all interested parties wishing to review it.

The commitment of every member of our staff, each within their area of responsibility,
is essential to making the GATESAIR brand a symbol of the values outlined above:
“Quality as a Corporate Culture”