

Ducati Energia S.p.A. undertakes, by making available human, instrumental and economic resources, to pursue this policy for the management of the environment, energy and health and safety at work, with associated prevention measures, and for Social Responsibility, as well as to define specific objectives and improvement programme on these subjects, to be disseminated as an integral part of its activity and as a strategic commitment with respect to the more general aims of the company.

Responsibility for environmental, energy and occupational health and safety management and for Social Responsibility lies with the entire company structure (employer, managers, supervisors, emergency responders, competent doctor, workers, etc.) who must collaborate, according to their own powers and responsibilities, to achieve the principles expressed below.

To this end, this document has been drawn up and all workers of Ducati Energia (and to contractors or workers of companies working on its behalf) have been made aware of it. It is available to all relevant parties that request it, also through the website and other communication channels.

The entire Organisation of DUCATI energia S.p.A. is responsibly committed, in full compliance with the laws, regulations and any other binding code or standard, to carrying out its activities in a manner that guarantees the health and safety of its workers and third parties at all times, pursues the continuous improvement of energy performance and ensures that any negative effect on the environment is reduced to the minimum levels technically and economically achievable.

To this end, suitable resources, delegations and responsibilities have been identified for the achievement of this Policy (Employer, Managers, Supervisors, RSPP (Health and Safety Manager), Competent Doctor, emergency responders).

The company is committed to pursuing a logic of continuous improvement through the definition of adequate analysis of the context and risks of its activities, a suitable mapping and assessment of stakeholders and their needs, and the definition of some management objectives common to and integrated with the Environment, Energy and Occupational Health and Safety Systems and Social Responsibility Systems such as:

- implement, improve and keep active an integrated management system for the management of the Environment, Energy and Occupational Health and Safety, consistent with its size and needs and compliant with the main voluntary reference standards (UNI EN ISO 14001:2015, UNI CEI EN ISO 50001:2018, UNI ISO 45001:2018 and SA 8000:2014);
- take into consideration, right from the design and definition of new activities, processes and products, the timeliness and effectiveness as part of ordinary and extraordinary activities, as well as emergencies;
- train, inform and promote the awareness of all Ducati Energia workers, and make sure that the same is true of the workers of third party contractors or providers of services and suppliers of products that work on its behalf, on the environmental aspects and impacts and on the risks (also interference risks) for occupational health and safety of the activities, products and services that they manage;
- monitor and continuously improve workplace conditions and the prevention of emergency situations that may have negative effects on the external environment and/or on health and safety conditions, ensuring safe and healthy working conditions;





- continuously monitor and assess energy consumption, environmental aspects and impacts, and risk factors for occupational health and safety, also by means of health surveillance delegated to the Competent Doctor;
- make staff responsible, promote their awareness and train them, involving them in the implementation of the system and in the achievement of the energy and environmental objectives set;
- involve its suppliers, contractors and all relevant stakeholders in the commitments of this Policy and make them participate in the environmental improvement;
- implement open communication processes, promoting dialogue with interested parties, employees and the community, in order to better understand the effects on the environment, energy efficiency and health and safety of its production activities;
- define and enforce standards, procedures and work instructions at all levels and sites of the company.

With reference to environmental management and prevention, the following objectives and principles are also shared:

- prevent pollution and protect natural resources;
- minimize the production of waste, increasing sorting by type in order to deliver only the fraction that is not recyclable or reusable to third-party appropriate and authorized recovery and disposal processes;
- reduce the use of hazardous substances by managing them with appropriate storage systems;
- promote the saving of natural resources, reducing where possible the consumption of water, energy, raw materials, through monitoring and technological improvement and the choice of innovative solutions;
- contain environmental risks from accidents.

With reference to energy management:

- support the procurement of energy-efficient products and services;
- support the design activity of processes, systems, equipment and plants taking into account the opportunities to improve energy efficiency.

With reference to the management of occupational health and safety and associated prevention measures:

- prioritise preventive action against occupational accidents and diseases over corrective action;
- train and inform workers on their tasks and the related risks, to perform their duties safely and to assume their responsibilities in this regard;
- involve and periodically consult workers, also through their health and safety representatives, in order to learn about and manage any problems and to define possible improvements;
- provide workers with all the required individual and collective protection equipment on the basis of risk analysis and the results of health surveillance;
- ensure that the machinery, plant and equipment, workplaces, operating methods and organisational aspects are created and maintained in compliance with and in such a way as to safeguard the health of workers, company property, third parties and the community in which the Company operates;
- ensure that needs, accidents and illnesses arising during work activities are dealt with quickly, effectively and diligently;
- promote cooperation between the various company resources, and with appropriate external bodies;



- manage activities also with the aim of preventing accidents, injuries and occupational diseases, including the cleaning of workplaces, machines and plants.

With reference to Social Responsibility

- guarantee that the principles of Social Responsibility are followed by all suppliers involved in the supply chain of the service subject of its activities, in compliance with the SA 8000 regulations and the SAI Guidance Document, defining and implementing a Social Responsibility Policy that takes into account the needs of customers, its own workers and all stakeholders;
- consider EMPLOYEES as a strategic resource, guaranteeing respect for their rights and promoting their professional and personal development;
- consider SUPPLIERS as partners, not only for the implementation of company activities but also with regard to Social Responsibility;
- consider CUSTOMERS as a fundamental element of success, working for their satisfaction also with regard to the rules of Social Responsibility;
- respect the freedom and dignity of employees, prohibiting the use of any form of physical, bodily or mental coercion, verbal insults or in any case against the personal dignity of any employee or co-worker;
- reject the use of child labour and the employment of minors in general in the production cycle;
- refuse to use forced or compulsory labour; it is forbidden to employ staff against their will and to use any form of labour under threat of punishment;
- respect the right to freedom of association and collective bargaining, without any obstacle to the free election of trade union representatives or the membership of employees in trade unions;
- respect and promote collective bargaining and non-discrimination of trade union representatives;
- guarantee the right to a decent wage and proper working hours, paying the salary provided for by current legislation and ensuring that it is more than sufficient to ensure a decent living for the whole family;
- work must not exceed 48 hours per week, including overtime, which must be worked only in exceptional cases. In any case, at least 1 day off per week will be guaranteed;
- right to equal pay for men and women and the absence of discrimination; any inappropriate practices which undermine the right to equal pay for men and women for equal work shall be prohibited. The right to equal opportunities must also be respected during recruitment and in the case of promotion and training;
- any form of discrimination, including exclusion or preference based on race, gender, age, religion, political opinion, nationality or social class is prohibited;
- all personnel and interested parties must be guaranteed the opportunity to send reports of non-conformities or complaints regarding SA8000 issues that will be analysed and managed; these reports can be sent anonymously, confidentially or signed.

The report/complaint can be forwarded to the company, to the SA8000 certification body and ultimately to SAAS:

- ✓ submission to <mailto:segnalazioni@ducatienergia.com>



- ✓ submission to the certification body - GCerti - email: segnalazioni@gcerti.it
fax: +39 059.788.01.53;
- ✓ submission to SAI Social Accountability International - 9 East 37th Street; 10th Floor -
New York, NY 10016 - tel.: +1 (212) 684-1414 – mail: SA8000@sa-intl.org
- ✓ submission to SAAS (Social Accountability Accreditation Service) - email:
saas@saasaccreditation.org.

In order to achieve the above, Ducati Energia S.p.A. pursues the maximum involvement and participation of the personnel in sharing the policy and objectives and undertakes to document the performance regarding all requirements of the SA 8000 Standard, through the annual drawing up of the SA 8000 Report and to communicate the results both internally and to the other interested parties.

This document is reviewed at least annually, together with the improvement targets, during the Management Review.

Bologna, 03st March 2023.

SGSA Management Representative

Ing. Valerio Gamba

