

**ENVIRONMENTAL, ENERGY, HEALTH AND SAFETY AT WORK
POLICY – SOCIAL RESPONSIBILITY****Rev. 2
del 03.03.2023**

Ducati Energia S.p.A. commits, by making available human, technical, and financial resources, to pursuing this Policy for environmental and energy management and prevention, occupational health and safety, and Social Responsibility. The Company also commits to defining specific objectives and improvement programs in these areas, to be disseminated as an integral part of its business activities and as a strategic commitment aligned with the Company's broader goals.

Responsibility for environmental and energy management, occupational health and safety, and Social Responsibility lies with the entire corporate structure (employer, managers, supervisors, emergency personnel, occupational physician, workers, etc.), who must collaborate—according to their respective duties and competencies—to achieve the principles set out below.

For this purpose, this document is defined and communicated to all employees of Ducati Energia S.p.A. (as well as contractors or workers from companies operating on its behalf) and is made available to all relevant interested parties who request it, including through the Company website and other communication channels.

The entire organization of Ducati Energia S.p.A. is responsibly committed, in full compliance with laws, regulations, and any other binding codes or standards, to carrying out its activities in a manner that at all times ensures the health and safety of its workers and third parties, pursues continuous improvement in energy performance, and ensures that any negative impact on the environment is reduced to the minimum levels that are technically and economically achievable.

Appropriate resources, delegations, and responsibilities have been identified to achieve this Policy (Employer, Managers, Supervisors, HSE Manager/RSPP, Occupational Physician, Emergency Personnel).

The Company commits to pursuing a logic of continuous improvement through: adequate analysis of the context and risks of its activities; appropriate mapping and evaluation of interested parties and their needs; the definition of management objectives common and integrated into the Environmental, Energy, Occupational Health and Safety, and Social Responsibility Management Systems, including the following:

- implement, improve, and maintain an active integrated management system for Environment, Energy, and Occupational Health and Safety, consistent with the Company's 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);
- consider, from the design and definition stage of new activities, processes, and products, timeliness and effectiveness in ordinary and extraordinary management, including emergency management;
- train, inform, and raise awareness among all Ducati Energia employees—and ensure the same for contractors, suppliers of services and products operating on its behalf—regarding environmental aspects and impacts and occupational health and safety risks (including interference risks) related to the activities, products, and services they manage;
- monitor and continuously improve workplace conditions and the prevention of emergency situations that could have negative effects on the external environment and/or on safety, health, and hygiene conditions, ensuring safe and healthy working conditions;



- continuously monitor and assess energy consumption, environmental aspects and impacts, and occupational health and safety risk factors, including health surveillance entrusted to the Occupational Physician;
- foster accountability, awareness, and qualification of personnel by involving them in the implementation of the system and in achieving the set energy and environmental objectives;
- involve suppliers, contractors, and all relevant interested parties in the commitments of this Policy and make them participants in environmental improvement;
- implement open communication processes, fostering dialogue with interested parties, employees, and the community, to better understand the environmental, energy efficiency, and occupational health and safety effects of production activities;
- define and enforce standards, procedures, and work instructions at all company levels and sites.

Environmental Management and Prevention

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

- prevent pollution and protect natural resources;
- minimize waste generation and increase waste separation by type, so that only the non-recyclable or non-reusable fraction is sent to external authorized recovery or disposal processes;
- reduce the use of hazardous substances, managing them through appropriate storage systems;
- promote the saving of natural resources by reducing, where possible, the consumption of water, energy, and raw materials through monitoring, technological improvement, and the adoption of innovative solutions;
- contain environmental risks arising from accidental events.

Energy Management

With reference to energy management:

- support the procurement of energy-efficient products and services;
- support the design of processes, systems, equipment, and plants by taking into account opportunities for improving energy efficiency.

Occupational Health and Safety Management and Prevention

With reference to occupational health and safety management and prevention:

- prioritize preventive actions against accidents and occupational diseases over corrective interventions;
- train and inform workers on their duties and related risks so they can carry out their tasks safely and assume their responsibilities;
- periodically involve and consult workers, also through their health and safety representatives, to identify and manage any issues and define improvements;
- provide workers with all required personal and collective protective equipment based on risk analysis and health surveillance outcomes;



- ensure that machinery, plants, equipment, workplaces, operating methods, and organizational aspects are designed and maintained in compliance and in a manner that safeguards workers' health, company assets, third parties, and the community in which the Company operates;
- ensure prompt, effective, and diligent response to needs, incidents, and sudden illness arising during work activities;
- promote cooperation among company resources and with relevant external bodies;
- manage activities with the objective of preventing accidents, injuries, and occupational diseases, including cleaning operations of workplaces, machinery, and plants.

Social Responsibility

With reference to Social Responsibility, the Company commits to:

- ensuring that Social Responsibility principles are followed by all suppliers involved in the service supply chain, in compliance with the SA8000 standard and the SAI Guidance Document, by defining and implementing a Social Responsibility Policy that takes into account the needs of customers, employees, and all stakeholders;
- considering its **EMPLOYEES** as a strategic resource, guaranteeing respect for their rights and promoting their professional and personal development;
- considering its **SUPPLIERS** as partners, not only in business activities but also with regard to Social Responsibility;
- considering its **CUSTOMERS** as a fundamental element of success, working toward their satisfaction, including compliance with Social Responsibility rules;
- respecting the freedom and dignity of employees, prohibiting any form of physical, corporal, or mental coercion, verbal abuse, or behavior detrimental to personal dignity;
- rejecting the use of child labor and underage labor in general within the production cycle;
- rejecting the use of forced or compulsory labor; employing personnel against their will or under threat of punishment is prohibited;
- respecting the right to freedom of association and collective bargaining, without any obstacles to the free election of trade union representatives or union membership;
- respecting and promoting collective bargaining and ensuring non-discrimination against trade union representatives;
- guaranteeing the right to a fair wage and appropriate working hours, recognizing wages required by applicable legislation and ensuring they are sufficient to provide a dignified life for the worker and their family;
- ensuring that working hours do not exceed 48 hours per week, including overtime, which must be performed only in exceptional cases; in all cases, at least one day off per week is guaranteed;
- ensuring equal pay for men and women and the absence of discrimination; any conduct undermining the right to equal pay for equal work is prohibited, and equal opportunities must be ensured also during recruitment, promotion, and training;



- prohibiting any form of discrimination, including exclusion or preference based on race, gender, age, religion, political opinion, nationality, or social class;
- guaranteeing all personnel and interested parties the right to submit reports of non-conformities or complaints regarding SA8000 issues; such reports will be analyzed and managed and may be submitted anonymously, confidentially, or with identification.

Reports/complaints may be submitted to:

- ✓ the company mail: segnalazioni@ducatienergia.com
- ✓ SA8000 Certification Body – GCerti – mail: segnalazioni@gcerti.it – fax: +39 059.788.01.53;
- ✓ inoltro al SAI Social Accountability International – 9 East 37th Street; 10th Floor – New York, NY 10016 – tel: +1 (212) 684-1414 – mail: SA8000@sa-intl.org
- ✓ SAAS (Social Accountability Accreditation Service) – mail: mailto:saas@saasaccreditation.org

To achieve the above, Ducati Energia S.p.A. pursues maximum involvement and participation of personnel in sharing the Policy and objectives and commits to documenting performance related to all SA8000 standard requirements through the annual preparation of the SA8000 Social Report.

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

Integrated Management Systems Management Representative

Ing. Valerio Gamba

Bologna, 03 marzo 2023

