	<b>COMPANY MANAGEMENT SYSTEM MANUAL</b>	Page 1 of 2 Rev. 3 Date: 30/04/2021
	<b>ATTACHEMENT 1</b>	
	<b>POLICY</b>	

CIFA SpA,


-considering the strategic objectives for upcoming years that have also been agreed with parent company ZOOMLION

- considering the context in which it operates and namely the main critical factors and the expectations of the relevant stakeholders that determine the success and sustainability of the company over time

believes it is essential to pursue the following strategic policies:

- **Meet the** (explicit and implicit) **needs of customers**, with the aim of serving as a benchmark for global markets with its entire range of products and guaranteeing an excellent positioning in all market segments compared to competitors, also through the constant technological innovation of its products.
- **Work by pursuing continuity, dedication and attention for detail:**  
**to improve the quality of products and services** (namely in relation to product development and industrialisation, production and delivery, as well as servicing and support)  
**to increase the benefits for ALL stakeholders** (owners, customers, employees, investors, suppliers and the community).
- **Work on differentiating the products and services offered:**  
**to expand our product range and offer**, and introduce non-concrete products by Zoomlion on the European market by validating and certifying them, as well as providing local sales and after-sales support.
- **Improve company efficiency** by constantly investing in production plants and processes, reducing waste and containing costs by relying on partnerships with Suppliers and all potential synergies (processes, products, suppliers) with the parent company, ZOOMLION.
- **Value the diversity, experience and teamwork of staff** at all levels to ensure adequate involvement and the sense of belonging, also with the aim of ensuring optimal flexibility and speed in all decision-making processes required by the business context.
- **Meet the requirements of CIFA SpA's company management system**, namely those in voluntary standards ISO 9001:2015 (quality system) and ISO 3834-2:2006 (welding quality), in laws (liable offences) with reference to Italian Leg. Decree 231 (which regulates the administrative liability of legal persons and companies) and in all mandatory national, European and international regulations, by always seeking **continuous improvement**.
- **Ensure that all recipients** (managers, employees, suppliers, agents, etc.) **apply CIFA SpA's code of ethics**, which has been prepared according to the main national and international regulations, guidelines and documents in place on Human Rights, corporate social responsibility and corporate governance.
- **Ensure safe and healthy workplace and conduct all its activities by preserving the environment**, in line with the detailed policies in the dedicated section on the next page.

CIFA SpA CEO  
Davide Cipolla

	<b>COMPANY MANAGEMENT SYSTEM MANUAL</b>	Page 2 of 2 Rev. 3 Date: 30/04/2021
	<b>ATTACHEMENT 1</b>	
	<b>POLICY</b> <b>HEALTH&amp;SAFETY AND ENVIRONMENT</b>	

CIFA SpA,

believes it is essential **to carry out all its activities by preserving the health and safety of its staff, the environment** and sustainable development.

Therefore, CIFA SpA undertakes to comply with mandatory legislation and codes of good practice, and in particular it strives to:

- **Curb energy consumption and greenhouse gas emissions** through an overall reduction in consumption and an increase in the percentage of renewable energy used.
- **Reduce water consumption** through an overall reduction in consumption and a percentage reduction in the production of non-recyclable water.
- **Monitor, control and limit emissions** into the atmosphere to minimise its negative contribution to air pollution.
- **Carry out separate waste collection**, minimise noise and design products and production processes with a low environmental impact throughout their life cycle (low consumption, low emissions and the highest percentage of recyclable products).
- **Manage/handle chemicals (paint) responsibly** by minimising or completely eliminating the use of substances with legislative restrictions in production processes and in finished products, as well as the risk of their incorrect discharge and disposal.
- **Provide** its staff with **personal protective equipment** and adequate training to carry out their work in the healthiest/safest possible way.
- **Ensure** adequate **safety measures on all machinery**.
- **Prepare** all staff **for emergencies** and **ensure** adequate **fire prevention measures** in all **work premises**.
- **Guarantee a safe, healthy/ergonomic** and productive **workplace** through compliance with rules and procedures aimed at minimising the risk of accidents, injuries and exposure to health hazards for all staff and collaborators.

CIFA SpA CEO  
Davide Cipolla