

## HERAMBIENTE POLICY

### Quality, safety, environment and energy policy.

The Herambiente Group aims to be the largest Italian company in the waste treatment sector. It operates on the domestic and international markets, and through its companies, treats all types of municipal and special, hazardous and non-hazardous waste, guaranteeing efficient waste management. It offers clients integrated waste management, designing and implementing contaminated site remediation and treatment plants, contributing to protecting the environment and the health and safety of workers and citizens.

Plant facilities stand out for their reliability, state-of-the-art technology and high environmental performance with the aim of pursuing efficiency and profitability standards, high recycling rates and material and energy recovery.

This policy derives from the Hera Group's policy and, in line with its mission, values and strategy, dictates the principles and conduct aimed at meeting stakeholders' expectations.

More specifically, the Herambiente Group undertakes to respect and promote the following.

#### Regulatory compliance

In carrying out its activities, Herambiente undertakes to operate in full compliance with EU, national, regional and voluntary regulations, as well as in accordance with the agreements and commitments signed by the organisation with the parties concerned regarding the protection of the environment and health and safety of workers. The company complies with regulations in the countries where it operates, applying higher standards wherever possible.

#### Management Systems

Management adopts an integrated "quality, safety, environment and energy" management system as a strategic tool for sustainable development.

The Group encourages the dissemination of best management practices within the Group, including plants outside the national territory.

The Group also pursues the continuous improvement of its business processes by evaluating whether to adopt new certification frameworks relevant to the company's business.

#### Environmental Protection

The commitment to environmental protection and pollution prevention is undertaken through the focused and sustainable management of production processes and the services provided, ensuring timely and continuous monitoring to minimise any related environmental impacts.

#### Optimising processes, activities and resources

The Group leads all companies in the direction of standardised behaviour, wherever possible, promoting and rationalising the recovery of natural resources, the use of energy produced from renewable sources, energy efficiency and activities managed with a view to recycling and the recovery of materials and energy from waste.

#### Safety at work

Herambiente promotes the safety, prevention and protection of its workers and the suppliers working for the Group in the locations where activities are carried out, guaranteeing the adoption of all the necessary measures required by the management system specifying the prevention measures, including the correct planning of works, adequate information, education and training of Personnel and the provision of the necessary equipment to operate safely.

The company is committed to protecting workers, neighbouring populations and the environment from the risk of major accidents by implementing appropriate prevention and protection measures in production facilities, subject to specific regulations.

The organisation also disseminates a culture of responsibility, prevention and safety through programmes to increase risk awareness and promote responsible behaviour, which help all those involved to recognise unsafe conditions, with the aim of transforming safety into a shared personal value, from the perspective of the wellbeing of workers.

#### Dissemination of corporate culture

Herambiente encourages the involvement, awareness raising and empowerment of suppliers and employees at all company levels on the issues and objectives of quality, the environment and safety.

The company supports dialogue and discussion with all interested parties, control bodies and the relevant authorities with a view to maximum transparency, activating tools for participation and clear information on company policy in order to create shared value.

Herambiente promotes an environmentally responsible approach, offering citizens and students the opportunity of taking guided tours of its facilities, to provide a complete and transparent view of the waste treatment process and increase the culture of sustainable development among the younger generations.

It supports and actively participates in research activities in cooperation with universities, research institutes and industrial partners.

#### Continuous improvement and sustainability

The organisation defines objectives for improving its environmental and energy performance, the quality of the services it provides and safety, and assesses risks and opportunities that may prevent or contribute to achieving its defined goals. Herambiente contributes to the adoption of a circular production and consumption model, to achieve the global objectives of environmental, social and economic sustainability for the planet, by identifying innovative technological solutions. From the perspective of the circular economy and sustainability, waste is regarded as a resource. As a priority, it is sent for the recovery of materials and recycling for the generation of new products and, where this is no longer possible, for energy production.

The Management of Herambiente is directly involved in complying with and implementing these principles, ensuring and periodically checking that this Policy is documented, made operational, kept active, disseminated to all the Group's domestic and international personnel and made available to the public.

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**Filippo Brandolini**  
Chairman



**Andrea Ramonda**  
Chief Executive Officer

