



INTEGRATED POLICY FOR QUALITY, ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY

Quality: Apollo is committed to achieving and continually improving the highest industrial standards in terms of product quality, service, and technology through an effective Quality Management System.

The Company ensures conformity with customer requirements and applicable statutory and regulatory requirements, adopting a risk-based approach aimed at enhancing customer satisfaction. Risks and opportunities are systematically identified and evaluated, and process performance is monitored through internal audits, external assessments, and Management Reviews in order to drive continual improvement.

By anticipating and meeting our customers' needs, we can make a tangible contribution to their success: for Apollo, this is the key driver for business continuity and growth. To this end, we must identify and understand the needs of both internal and external customers, developing and implementing business processes designed to minimize waste and prevent defects, whilst ensuring product quality at the most competitive price.

Environment: Apollo places environmental protection and climate change mitigation among its strategic priorities, recognizing responsible environmental management as essential for sustainable development.

The Company is committed to continual improvement of its environmental performance, prevention of pollution, fulfillment of compliance obligations, and reduction of environmental impacts through decarbonization and resource efficiency initiatives.

To achieve this, the company not only optimizes the use of the resources required for its operations – such as water, raw materials and chemicals – but also implements sustainability initiatives aimed at reducing both the amount of waste sent to landfill and its greenhouse gas emissions through energy efficiency measures and by prioritizing the use of renewable energy over conventional sources.

Apollo promotes employee awareness and involvement at all levels and supports the development of sustainable and eco-efficient processes.

Apollo's mission is to design and manufacture sustainable products that meet specific customer requirements while balancing performance, functionality, aesthetic value, and environmental responsibility.



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Occupational Health and Safety: Apollo recognizes its employees as its primary strategic resource and is fully committed to ensuring safe and healthy working conditions for the prevention of work-related injury and ill health, for all persons accessing the company's premises.

The Company adopts a prevention-oriented approach, prioritizing hazard elimination and risk reduction at source, favoring collective protective measures over individual protective measures, in compliance with applicable legal and other occupational health and safety requirements, as well as with the expectations of relevant interested parties.

Apollo designs safe and ergonomically suitable workplaces, provides appropriate Personal Protective Equipment (PPE) based on the assessment of residual risks, and ensures the maintenance and continual improvement of machinery and equipment. Emergency preparedness and response plans, including first aid and fire prevention, are established and maintained.

Apollo promotes staff engagement and awareness at all levels through the Employee Safety Representatives and the Health and Safety Committee, making every effort – in organisational, operational and technological terms – to eliminate or reduce the risks inherent in the workplace and to prevent accidents, injuries and occupational illnesses, regarding staff training and prevention as the most effective tools for risk reduction.

Top Management demonstrates leadership and commitment by promoting, implementing, and maintaining this Policy and by ensuring the availability of adequate resources, roles, responsibilities, and authorities.

Campi Bisenzio, 01/09/2025

Plant Management

A handwritten signature in blue ink, appearing to be 'P. Sant'.