

SUSTAINABILITY POLICY

Bruschi Srl believes that the future of the companies should be oriented towards the pursuing of the maximum Customer satisfaction, of the improvement of health and safety working conditions, and of the decrease of the environmental impacts and energy use all over the life cycle of products.

The Management is in this way committed to implement a company management integrated system in compliance with the prerequisites of ISO 9001:2015 and IATF 16949:2016 norms, and to align with customers specific requisites, as code of conduct, a good international routine, and all the prerequisite specified in the guidelines of social liability.

In this way the Management defined clear resources, tools and management responsibilities.

Behind this management integrated system, the Management analyzed the reference framework, and the expectations of every part involved; and undertakes the revision of this analysis once a year in accordance with any organizational changes or with business strategies to be pursued in the markets of reference.

The risks analysis is the method that Bruschi follows in every management area and the implementation of the continuous improvement is constantly monitored by specific internal indexes and through the taking in charge of the customers' indexes.

Particular attention is given by Bruschi to the respect of rules on competition and to principles linked to face corruption and illegal practices connected.

Every employee is involved in the achievement of the goals posed which are mainly oriented towards:

- Constant improvement of the integrated system and system of measurement of the process performances;
- Constant improvement of quality level of supplying aligned with customers forecasted standards;
- Pollution prevention (of air, water, soil); minimization of environmental risks (also connected with the usage of non-approved chemicals) of energy use and of natural resources connected to activities and products of the company, and to the reduction of waste;
- Improvement of health and safety condition and reduction of workplace accidents.

Periodical and systematic information, training and updating activities are communicated to all the employees to promote responsibility and consciousness on the integrated management system.

Specific attention is given to correct management of the following aspects:

- Respect of human rights;
- Obstruction to forced work;
- Obstruction to child labour;
- Respect of right working condition, of right wages, of freedom of association and of collective negotiation freedom;
- Obstruction to discrimination;



- Obstruction to human being trade;
- Obstruction to corruption.

Bruschi Srl is aligned to the **Responsible Business Alliance Code of conduct and Drive Sustainability/AIAG Principles.**

About Labor:

- Freely Chosen Employment
- Compliance with the code of ethics in the hiring phases
- Respect for women's rights
- Respect for gender diversity, for the equality of all people and for social inclusion
- Respect for the rights of minorities and indigenous peoples
- Compliance with the rules on the use of security forces
- Young Workers
- Working Hours
- Wages and Benefits
- Humane Treatment
- Non-Discrimination/Non-Harassment
- Freedom of Association

About Health and Safety:

- Occupational Safety
- Emergency Preparedness
- Occupational Injury and Illness
- Industrial Hygiene
- Physically Demanding Work
- Machine Safeguarding
- Sanitation, Food and Housing
- Health and Safety Communication
- Use of personal protective equipment
- Compliance with the fire risk protection rules

About environmental:

- Environmental Permits and Reporting
- Pollution Prevention and Resource Reduction
- Hazardous Substances
- Solid Waste
- Air Emissions
- Materials Restrictions
- Water Management
- Energy Consumption and Greenhouse Gas Emissions
- Renewable energy
- Reuse and recycling of materials



- Animal welfare
- Respect for biodiversity, correct use of the soil and prevention of deforestation
- Protection of soil quality

About Ethics:

- Business Integrity
- No Improper Advantage
- Disclosure of Information
- Intellectual Property
- Fair Business, Advertising and Competition
- Protection of Identity and Non-Retaliation
- Responsible Sourcing of Minerals
- Privacy
- Compliance with the rules on conflicts of interest
- Compliance with the rules against counterfeiting
- Compliance with export rules and economic sanctions

About Management System:

- Company Commitment
- Management Accountability and Responsibility
- Legal and Customer Requirements
- Risk Assessment and Risk Management
- Improvement Objectives
- Training
- Communication
- Worker Feedback, Participation and Grievance
- Audits and Assessments
- Corrective Action Process
- Documentation and Records
- Supplier Responsibility

Details about the RBA Code of Conduct are available on web site: <http://www.responsiblebusiness.org/>

Details about the Drive Sustainability principles are available on web site: <https://www.drivesustainability.org/guiding-principles/>

ECOVADIS evaluation:

<https://ecovadis.com/>

CDP evaluation:

<https://www.cdp.net>

TISAX certification:



<https://portal.enx.com/en-us/tisax/>

This policy is communicated to all employees and published on the company website, so that every carrier of interest can inspect and contribute to the subsequent achievement in this defined.
The same principles listed in the policy are requested to all our supplier.

Abbiategrasso, 15/07/2025

CEO Bruschi Srl
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