

QUALITY AND ENVIRONMENTAL POLICY

Unika S.p.a., established in 1998, is a leading company in Italy in the production of electrical cables and currently supplies several international markets. It presents itself as a company that is attentive to market needs and in continuous technical evolution with a wide range of applications for different industrial sectors. The high technological content, the ability to respond to industry regulations and the willingness to accommodate customization requests allow Unika cables to achieve excellence. Unika is able to work on the design and development of specific solutions to meet customer needs.

The management of Unika believes that the rapid and constant technological evolution, the continuous increase in legislative and market demands, as well as the modification of current legislation, require the commitment of all employees to respect the characteristics requested by customers and provide a service that meets expectations.

We believe that the development of our activities must be sustainable and compatible with the environment that hosts it, and that it is oriented towards continuous improvement of activities and performance while maintaining the right balance between social, environmental and economic responsibility.

Doing this involves pursuing and achieving the following objectives and commitments for quality and the environment:

1. Continuous analysis of materials and production processes to respond promptly and at the lowest possible cost to all customer needs.
2. Continuous analysis of the organization of production processes to reduce waste and increase the quality and quantity of production.
3. Continuous updating of our products in harmony with customer requests.
4. Maximum attention to quality objectives and activities in order to achieve the highest possible satisfaction from our customers.
5. Control, optimization and improvement of business processes to pursue continuous improvement of environmental performance;

6. Control, optimization and improvement of business processes to prevent pollution of water, air, soil, subsoil and groundwater;
7. Compliance with current laws and regulations and other requirements established by the company in the environmental field;
8. Responsible use of natural resources, promoting the saving of raw materials, water and energy, both electrical and fossil fuels;
9. Continuous improvement of waste management (quantity, types, dangerousness, recyclability);
10. Development of new products in harmony with the environment and customer requests.
11. Continuous attention in identifying possible alternatives to products that are risky for the environment and for humans with less impactful products.
12. Continuous attention to the optimization of processes and products in order to reduce the use of materials that are risky for the environment and for humans.

Our company is committed to providing products and services that meet the highest standards of quality and safety, complying with international regulations and guidelines. Specifically, we are committed to:

- **Conflict Minerals:** Ensuring that our products do not contain conflict minerals. We work with our suppliers to trace the origin of materials and ensure that they are ethically and responsibly mined.
- **RoHS** (Restriction of Hazardous Substances): Ensuring that all our products comply with the RoHS directive, restricting the use of hazardous substances such as lead, mercury, cadmium and others, to protect human health and the environment.

REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals): We comply with the REACH regulation for the Registration, Evaluation, Authorization and Restriction of Chemicals, ensuring that our products are safe for use and do not pose significant risks to health and the environment.

Unika S.p.a. is committed to supporting, promoting and developing the implementation of an Integrated System through the following activities:

- involvement of all staff in supporting, promoting and developing the Integrated System;
- adoption of a management oriented towards the development of human resources, based on continuous training and professional updating;
- expansion of the information technologies used;
- creation and use of correct information channels both inside and outside the company;
- promotion and dissemination of the mentality of continuous improvement;
- systematic analysis of non-conformities to identify the causes and necessary actions to be taken to avoid their recurrence;
- identification of alternative processes and materials with lower environmental impacts

DIFFUSION AND VERIFICATION

Dissemination occurs through display on company noticeboards and during staff training and inspection activities. The policy is available to anyone who requests it both inside and outside the company.

The verification takes place during the Management Review and during internal inspections.

Cologna Veneta, 14/03/2025