



AMARC

INDUSTRIAL
HEATING SYSTEMS

Quality - Environment - Health and Safety Policy
16 December 2024

VISION AND MISSION OF AMARC:

"Creating safe, efficient and sustainable industrial thermal treatment solutions, reducing consumption and waste through on-going innovation and working according to ethical principles."

The management of Amarc Srl intends to implement a "Quality – Environment – Health and Safety Policy" that covers all business areas and targets on achieving the following **main goals**:

Quality

1. Customer satisfaction thanks to a product that provides the highest levels of quality as to construction, thermal efficiency and functional safety, thereby guaranteeing that the services we supply completely and fully conform to the customers' requirements.

Safety

2. Compliance with the mandatory and voluntary regulations in force, with particular attention to minimizing the risks to which the employees or third parties may be exposed, in accordance with the occupational health and safety laws and agreements.
3. Total focus during the analysis, design and construction processes in accordance with the regulations in force by doing everything possible to minimize the risks to which all those who use our products may be exposed.
4. Increased awareness of the personnel of the importance of managing the activities with which they are tasked, in compliance with the established occupational health and safety procedures.

Efficiency

5. Total focus during the analysis and design procedures to ensure our customers receive a product with the least possible energy impact on their thermal processes.
6. Improved efficiency of all the internal processes targeted on achieving increasingly ambitious goals.
7. Compliance with all the established process step controls and adoption of new controls for steps where they are found to be lacking, thereby limiting process and organizational non-conformities to the greatest possible extent.



AMARC

INDUSTRIAL
HEATING SYSTEMS

8. Identification of risks relating to the different activities performed and the pertinent management and monitoring measures, with assessment of any actions for improvement that can be implemented.

Environment and Sustainability

9. Total focus during our R&D, design and construction processes to ensure that, while maintaining high quality standards, we continue our endeavour to eliminate the unnecessary materials, or those with high environmental impact, in our products and to pursue our general waste reduction policy.
10. Corporate commitment to embark upon a strategy focused on reducing the environmental impact of our processes and products, also by means of dedicated investments.
11. Increased awareness of the personnel of the importance of managing the activities with which they are tasked, in compliance with the established environmental procedures.
12. Compliance with all the mandatory and voluntary environmental regulations in force, knowing that respect for the environment and prevention of pollution are the responsibility of each one of us, even through small actions.

On-going innovation

13. Unceasing Research & Development as a strategic and indispensable way to ensure continuous improvement in terms of safety, efficiency and sustainability of both products and processes.
14. Completion of the digitalization of all internal processes. An essential step forward to map, improve and automate our processes with increased efficiency as our goal.

Ethics

15. Ethics as all-important guide behind every action performed by the company and each individual. Ethics as: human respect for people, whoever they may be: colleagues, customers, suppliers...; respect for the rules: regulations governing taxes, products, work rules; respect for and protection of the environment.



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HEATING SYSTEMS

Care and Beauty

16. A continuous search for beauty, because care for the aesthetic aspect, first in the workplace and then in the products produced, can be a source of well-being and inspiration. Concern for other people, workplaces, the environment; particular care when designing and manufacturing the products.

Empowerment

17. Subject to our other goals, achievement of growth and the satisfaction of our internal resources by:
- cultivating the awareness of the people within our corporate processes, goals and integrated Management system, and their involvement in the activities conducted
 - providing the resources with on-going support thanks to regular individual or collective training programs targeted on the professional growth of the resources themselves
 - introduction of a meritocratic system. Aware of the importance of our resources, true beating heart of the company, the management awards those who achieve the established goals by means of an MBO system.
 - rewarding talent, based on assessment of the objective data described above, thereby promoting the growth of deserving resources regardless of sex, nationality, sexual or religious orientation.

Our company intends to achieve all these goals mainly:

- by sharing the previously described improvement projects and goals with all the resources.
- by sharing the corporate values, on the premise that the management and officers will spread such values by their example.
- by defining a clear organizational framework in which the performance of corporate processes, tasks and the responsibilities ascribed to each individual are clearly indicated.
- by adopting precise management rules able to direct all stages of the processes in an unbroken cycle.
- by performing constant process controls through targeted monitoring of the different activities performed and the results achieved.
- Endeavouring to prevent accidents and occupational diseases by guaranteeing a safe and healthy workplace.