

INTEGRATED POLICY FOR QUALITY, ENVIRONMENT, HEALTH & SAFETY, ETHICS, AND SUSTAINABILITY

TechnoAlpin's mission is to create value for customers and stakeholders by developing advanced technologies for technical snowmaking, in both outdoor and indoor contexts. Performance excellence, environmental protection, and the safety of workers are guiding principles of our operations.

In full compliance with current regulations, TechnoAlpin adopts a voluntary, proactive, and continuously improving approach through an Integrated Management System aligned with ISO 9001, ISO 14001, ISO 45001, and UNI/PdR 125:2022 on gender equality.

Furthermore, the health, safety, and physical and mental integrity of people are considered fundamental values. For this reason, the company promotes healthy, safe, and inclusive workplaces, fostering a culture of prevention and both individual and collective responsibility. In line with its values and governance system, TechnoAlpin actively opposes all forms of corruption or unethical behavior through control mechanisms, continuous training, and a culture based on integrity, transparency, and compliance.

From this perspective, sustainability is also a guiding principle of the company's actions. The management model integrates environmental, social, and governance (ESG) dimensions, with particular focus on topics such as climate change, resource efficiency and circularity, water resource protection, employee engagement, diversity and inclusion, ethics, and transparency.

TECHNOALPIN DIRECTS ITS ACTIONS ACCORDING TO THE FOLLOWING PRINCIPLES AND COMMITMENTS:



ENSURE PRODUCT AND SERVICE QUALITY, SAFETY, AND EFFICIENCY through structured processes, performance monitoring, audits, and reviews, while promoting continuous improvement, customer satisfaction, and employee engagement. This commitment includes collaboration with suppliers, customers, and stakeholders along the entire value chain, fostering the spread of sustainable practices, and promoting awareness and training for a conscious and responsible use of technologies, in line with a life cycle approach and environmental management principles.



ENSURE COMPLIANCE, TRAINING, AND MONITORING, SYSTEMATICALLY MEETING ALL LEGAL OBLIGATIONS AND APPLICABLE REQUIREMENTS, promoting the growth of employee skills, and constantly reviewing environmental, health & safety, and ESG performance through measurable indicators and objectives consistent with this Policy. The aim is to guarantee transparency, alignment with strategic objectives, and the identification of improvement opportunities.



PROMOTE A CULTURE OF HEALTH, SAFETY, AND ENVIRONMENTAL PROTECTION, based on the prevention of accidents, incidents, and occupational diseases, on risk analysis and management, on compliance with applicable regulations, and on continuous improvement. This commitment translates into the protection of people and the environment, the creation of healthy and safe workplaces, and the active consultation and participation of employees, external partners, and stakeholders, with the goal of systematically eliminating hazards and reducing risks and impacts throughout the life cycle.



REDUCE THE ENVIRONMENTAL IMPACT OF ACTIVITIES by pursuing energy efficiency, responsible use of resources, and pollution prevention across all business processes. This commitment includes monitoring emissions and environmental performance of operations, setting improvement targets, and adopting management practices oriented toward sustainability.



SUPPORT INNOVATION AS A STRATEGIC DRIVER, developing high value-added technological solutions capable of contributing to both climate change mitigation and adaptation. At product level, TechnoAlpin pursues energy and water efficiency, ensures that water for snow production is used efficiently and prevents water contamination, integrates digital systems such as ATASS and Snowmaster, and invests in training and awareness-raising among customers and stakeholders for the conscious and sustainable use of technologies.



PROMOTE THE RESPONSIBLE USE OF RESOURCES, encouraging waste reduction and minimization, the research and use of raw and auxiliary materials with lower impact on the environment, health, and safety, as well as design strategies that facilitate product recyclability at end-of-life. This commitment includes optimizing logistics and production processes and, where possible, integrating circular economy principles through the sale of refurbished spare parts, the collection and dismantling of end-of-life machinery with recovery of reusable components, and the adoption of rental solutions to reduce the overall environmental impact.



FOSTER EMPLOYEE WELL-BEING AND INCLUSIVENESS, ensuring equal opportunities, fair access to training, and respect for diversity, while opposing all forms of discrimination, harassment, or bullying. The company promotes gender equality in line with its internal policy and UNI/PdR 125:2022, actively supporting the well-being and participation of all staff.



STRENGTHEN ETHICS AND COMPLIANCE, preventing misconduct and combating all forms of corruption or non-compliance. TechnoAlpin operates in line with its Code of Ethics and the organiza

tional, management, and control model pursuant to Legislative Decree 231/01, adopting appropriate prevention and control tools, continuous training programs, and ensuring confidentiality and reliability of information.

This Policy is communicated internally and externally and is reviewed periodically to ensure consistency with the context, current regulations, and stakeholder expectations.

“TechnoAlpin’s Management is fully committed to ensuring that this Policy is consistently applied throughout the organization. This means providing adequate resources, promoting awareness and engagement of all people, and encouraging the reporting of issues or opportunities for improvement. Everyone, at every level, is called upon to contribute responsibly to the proper functioning and continuous improvement of the Integrated Management System.”