

ENVIRONMENT AND SAFETY POLICY

Gruppo Cimbali S.p.A.'s **mission** is to be recognised as a leader in the professional espresso machine market, promoting its history and shaping its future with its brands. Gruppo Cimbali S.p.A. seeks to anticipate market needs by offering innovative, superior-quality products and excellent service. It aims to achieve this by developing and honing its human capital, while constantly increasing its focus on teamwork, integration and synergy.

Gruppo Cimbali has also decided to develop sustainability policies, not limited to its own production processes, but with a broader vision to communicate global sustainability issues through its products and people.

In today's world, in order to pursue excellence and leadership and fully develop their human capital, businesses must pay particular attention to the needs of stakeholders, both within and outside the company, with regard to sustainability, health and safety at work, environmental protection and energy saving in the manufacture and use of their products. Gruppo Cimbali S.p.A. seeks to achieve these goals by adopting the following principles:

- 1) ensuring compliance with workplace *health and safety* and *environmental* legislation and any other voluntary agreements entered into by the organisation;
- 2) continuing to pursue the goal of **zero accidents** because even a single accident is one too many;
- 3) increasing the **sustainability** of its activities, products and services by pursuing the principles of **precaution, prevention, protection and continuous improvement**;
- 4) pursuing a commitment to improving the **efficiency of production processes, product life cycle, energy saving and reducing waste production**;
- 5) promoting the mental and physical **well-being** of its workers;
- 6) facilitating the **optimal participation** of its employees and contractors in measures aimed at preventing and identifying sources of risk and impacts on the environment, ensuring involvement and accountability at all levels of the Company;
- 7) guiding business decisions by also considering the needs and expectations of stakeholders when defining processes and products;
- 8) ensuring **transparent, collaborative relationships** with external stakeholders of all kinds.

These goals and principles will be achieved by setting and reaching the following specific objectives and milestones pursued by the senior management of Gruppo Cimbali S.p.A.:

- seeking constant improvement of the **efficiency of the Integrated Environment and Safety Management System** in accordance with international standards;
- ensuring constant, thorough identification and assessment of all risks to the environment and the health and safety of those who work for and on behalf of the Company by guaranteeing that the necessary protection, prevention and improvement measures are appropriately managed and monitored;

- pursuing the constant improvement of working environments and workstations, including through the implementation of ergonomic design criteria;
- obtaining the full collaboration and involvement of staff in optimising and improving environmental and workplace safety performance through communication, information, consultation, participation, training and supervision and the promotion of tools for reporting dangerous situations, near misses, injuries and accidents, through the adoption of analytical tools to identify the underlying causes and prevent them from recurring;
- ensuring the efficiency, reliability and safety of the machines, equipment, infrastructure and installations used;
- promoting collaboration and cooperation with suppliers of products, activities and services, including tender management, in order to ensure respect for the environment and safety in the workplace through evaluation, selection, communication, information and supervision procedures;
- promoting product sustainability, quality and safety through accurate Life Cycle Analyses, identification of energy saving solutions and use of recyclable material;
- reducing the environmental impact of processes through energy efficiency measures and further initiatives aimed at mitigating the effects of climate change, including by establishing partnerships and collaborations between different actors with which to share common goals;
- preventing emergency situations, adopting tools for managing and monitoring them and ensuring that they remain efficient;
- interfacing with authorities and the community and collaborating with institutions in order to ensure proper, transparent relations and provide complete, clear and reliable information.

Gruppo Cimballi S.p.A. believes that the process of seeking constant improvement can only be pursued by leveraging the Company's human capital. Accordingly, all levels of the organisation dedicate all necessary energy and due attention, within the company departments for which each is directly responsible, in order to ensure compliance with the Company's Environment and Safety System.

Chairman of the BoD

Gruppo Cimballi

Ciden

Casadio

Gruppo Cimballi service

Binasco, 26/10/2021