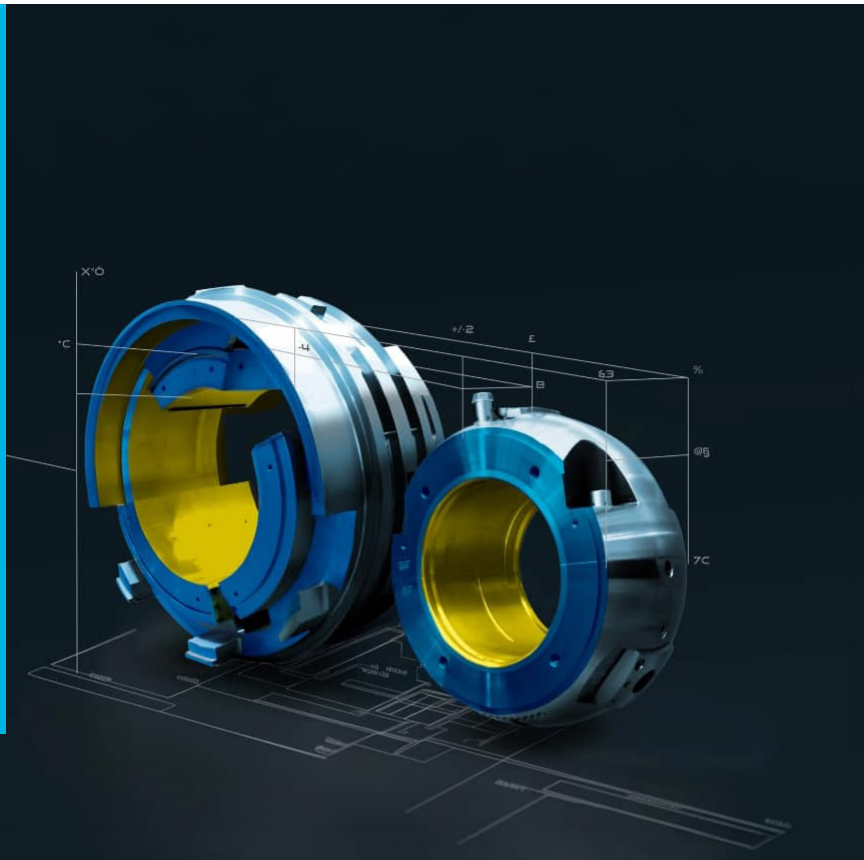
EURO BEARINGS

Company Policy

CP
Rev 2

07.04.2025



Company Policy

CP Rev 2 - 07.04.2025

Eurobearings srl (EUB) is committed to pursuing its growth and success sustainably, adhering to the highest standards of quality, environmental protection, and social responsibility.

The mission of EUB is driven by the construction of increasingly high-performance bearings that drive DYNAMIC EXCELLENCE by investing in people, knowledge, and technology.

For this reason, the Company Management has decided to voluntarily adopt this Corporate **Policy for Quality, Environment, Safety and Sustainability**, which is based on the guiding principles of ISO standards (9001, 14001, 45001) and ESG criteria.

1. Quality

- Meeting customer needs: We are committed to understanding our customers' expectations and providing them with quality products and services that meet or exceed their needs.
- Continuous improvement of our processes: We recognize that continuous improvement is essential to our success. For this reason, we are committed to monitoring and measuring our performance, identifying areas for improvement, and implementing corrective actions.
- Promote a culture of quality: We believe that quality is a value shared by all members of the company. Therefore, we are committed to training and raising awareness among our staff on the principles of quality and actively involving them in the continuous improvement process.

2. Environment

- Minimize the environmental impact of our operations: We are committed to minimizing the environmental impact of our operations by preventing pollution, promoting energy efficiency, and managing waste responsibly.
- Comply with environmental regulations: We are committed to complying with all applicable environmental laws and regulations.
- Promote environmental awareness: We believe that protecting the environment is everyone's responsibility. Therefore, we are committed to training and raising awareness among our staff on environmental issues and promoting eco-friendly behavior.

- Invest in innovative technologies that reduce environmental impact and improve energy efficiency.
- Periodically monitor and evaluate environmental performance, conducting internal audits and management reviews to ensure compliance and effectiveness of the EMS.
- Communicate and collaborate with stakeholders (suppliers, customers, local communities) to promote environmental sustainability and gather feedback for continuous improvement. Make the policy available to stakeholders.
- Commit to continuous improvement of the environmental management system to enhance environmental performance.
- Collaborate with suppliers to promote sustainable practices and reduce the environmental impact of the supply chain.
- Optimize the use of energy, water, and raw materials, minimizing waste generation and promoting recovery and recycling.

3. Safety

- Ensure a safe working environment to prevent illness and injury by developing a personnel safety management system, including compliance with legal and regulatory requirements, the elimination of hazards, and the reduction of risks.
- Periodically monitor and evaluate safety performance to promote continuous improvement.
- Communicate and collaborate with workers and other identified stakeholders.

4. Sustainability

- Promote social sustainability: We are committed to creating a safe and healthy working environment for our employees, promoting diversity and inclusion, and contributing to the development of local communities.
- Promote the growth of human resources through professional training activities so that everyone, at all levels, works toward achieving the company's quality objectives.
- Adopt ethical business practices: We are committed to conducting our business with integrity and transparency, respecting human rights and international labor standards.
- Contribute to sustainable development: We believe that businesses have an important role to play in promoting sustainable development. For this reason, we are committed to supporting initiatives that contribute to environmental protection and social well-being.

5. Management Commitment

The Company's management is committed to providing the necessary resources for the implementation of this Corporate Policy for **Quality, Environment, Safety and Sustainability**. Furthermore, it is committed to communicating the Policy to all members of the company and to making it known to customers, suppliers, and other stakeholders.
The Company's management requires all members of the company to actively collaborate in the implementation of this Policy and to contribute to the achievement of the established quality, environmental, and sustainability objectives.

- The Policy, therefore, pursues the following general objectives:
- Support the process of defining strategic sustainability decisions, including the governance of risks, opportunities, and impacts related to climate and nature. These are implemented operationally within the scope of specific risk management policies (such as, among others, the Risk Management Policy, the Investment Policy, the Personal Data Protection and Valorization Policy, the Underwriting Policies for the Non-Life and Life segments, and the Outsourcing and Supplier Selection Policy);
- Improve the ESG risk management process by defining management methods and explicit objectives;
- Increase knowledge and awareness of the policies and expected results regarding "material" issues;
- Spread the culture of sustainability.

Cortemaggiore, 07/04/2025

CEO
Stefano Bianchi