TORTELLA®	**HSE POLICY** **Health, Safety, Environment and Sustainability**	***Issue date:*** **10/04/2025**

The protection of occupational health and safety, the safeguarding of the environment and the promotion of sustainable development are fundamental values for TORTELLA, a brand of REMU S.r.l., and guiding principles in the conduct of its activities.
TORTELLA recognises the importance of operating with respect for people, the environment and the social and economic context in which it conducts its activities, promoting a responsible and informed approach focused on the continuous improvement of its performance.
This Policy defines the general principles and guidelines on occupational health and safety, environmental protection and sustainability that TORTELLA intends to follow in its activities, in line with the policies and commitments of REMU S.r.l.

1. OCCUPATIONAL HEALTH AND SAFETY POLICY

TORTELLA considers the health and safety of workers and all persons involved in its activities a top priority and an essential element of responsible business process management.
To this end, it promotes awareness of and compliance with applicable laws and regulations, fostering a culture of prevention based on risk awareness, individual and collective responsibility, and the active participation of workers and collaborators.
The prevention of accidents and occupational diseases is an objective to be pursued by identifying hazards, assessing risks and implementing measures to eliminate them or, where this is not possible, reduce them to the lowest reasonably achievable level.
TORTELLA also recognises the importance of consulting and involving workers and their representatives, so that the experience gained in carrying out activities can make a practical contribution to identifying issues and improving working conditions.
Continuous improvement in health and safety performance is pursued through a systematic approach based on planning, implementing the identified measures, verifying their effectiveness and adopting the necessary corrective actions.
In this respect, TORTELLA attaches particular importance to collecting and analysing available information, monitoring activities, checking working conditions and reviewing accidents, near misses and reports of potentially hazardous situations, with the aim of identifying root causes and preventing recurrence.

The commitment to health and safety is pursued through the following areas of action:

People

- promote training, information and awareness on health and safety matters;
- encourage the active participation of workers and promote responsible behaviour;
- develop awareness of the risks associated with the activities performed and of the measures required to prevent them;
- protect people's physical integrity and psychological and physical well-being.

Processes

- define and apply procedures, operating instructions and working methods consistent with the identified risks;
- periodically verify the effectiveness of the prevention and protection measures adopted;
- encourage the prompt reporting of hazards, anomalies and non-conforming situations;
- use the information collected to identify opportunities for improvement.

Technology and Equipment

- promote the use of equipment, devices and technical solutions suitable for reducing risks;
- where applicable, assess the automation or modification of activities that are most exposed to hazards;
- promote the correct use of personal and collective protective equipment;
- where appropriate, integrate technological solutions aimed at improving operating conditions.

Everyone is expected to contribute to their own safety and that of others by following the instructions received, properly planning activities, avoiding imprudent behaviour, stopping work whenever doubts or hazardous conditions arise, and promptly reporting dangerous situations.

2. ENVIRONMENTAL POLICY

TORTELLA recognises environmental protection as an integral part of the responsible management of its activities and is committed to promoting conduct and solutions aimed at preventing pollution, using resources responsibly and progressively reducing environmental impacts.

In compliance with applicable legislation and other requirements, its environmental commitment involves assessing aspects associated with business processes, identifying environmental risks and seeking opportunities for improvement, taking into account the nature of the activities performed and their actual impacts.

In particular, TORTELLA promotes:

- the proper management of hazardous and non-hazardous waste, prioritising, wherever possible, waste prevention, reuse, recycling and recovery over disposal;
- the reduction of waste and unnecessary consumption of raw materials, water, energy and everyday materials;
- the efficient use of resources and the progressive reduction of reliance on non-renewable resources, where technically and economically sustainable;
- the prevention and management of emergency situations that could have adverse environmental consequences;
- the protection of environmental media, with particular attention to preventing contamination of soil, water and air;
- the assessment of technical and technological solutions suitable for limiting environmental impacts and improving process efficiency;
- the reduction, wherever possible, of the use of paper, plastic and other resources, including through the digitalisation of information and document workflows;
- raising staff awareness so that environmental protection becomes an integral part of everyday conduct.

TORTELLA also recognises the importance of promoting, insofar as relevant to its activities, the principles of the circular economy, material traceability, extending the useful life of equipment and making the most of resources through reuse and recovery.

Particular attention is given to communication and cooperation with suppliers and other interested parties in order to increase awareness of environmental aspects and, where relevant, encourage the adoption of responsible procurement criteria.

Environmental management is based on a preventive approach and on the assessment of risks and opportunities, with the aim of ensuring compliance with applicable obligations and promoting the progressive improvement of environmental performance.

3. SUSTAINABILITY POLICY

TORTELLA considers sustainability a cross-cutting principle that guides business decisions and contributes to long-term value creation. It is understood as a balanced integration of environmental, social and economic dimensions, in line with the mission, vision and ethical principles of REMU S.r.l.

The sustainability approach aims to progressively integrate these dimensions into decision-making processes, activity management and the assessment of risks, opportunities and impacts associated with the operating context.

In this context, TORTELLA recognises the value of dialogue with interested parties and attention to their needs and expectations, acknowledging that responsible development requires consistency between business objectives, the protection of people, environmental safeguards and financial soundness.

The guiding principles include:

Environmental Dimension

- promote the efficient use of natural and energy resources;
- limit waste and encourage the reduction of environmental impacts;
- assess solutions and materials that may contribute to greater sustainability of products and processes;
- where applicable, encourage resource recovery and the principles of the circular economy.

Social Dimension

- promote safe and dignified working conditions that respect people;
- enhance skills through training and professional development;
- support the development of a culture of responsibility, cooperation and mutual respect;
- contribute, within its remit, to the well-being of the social context in which the company operates.

Economic and Organisational Dimension

- pursue process efficiency and the responsible use of resources;
- encourage improvements in work organisation and the reduction of inefficiencies;
- assess solutions that combine sustainability, quality, reliability and operational continuity;
- promote innovation and digitalisation as tools for improvement and responsible development.

Sustainability is pursued through the progressive identification of objectives and initiatives consistent with the nature of the company's activities, taking into account available resources, applicable obligations and opportunities for improvement.

4. RESPONSIBILITY AND CONTINUOUS IMPROVEMENT

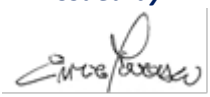
This Policy provides a reference for TORTELLA's activities and decisions concerning occupational health and safety, environmental protection and sustainability.

Management promotes the dissemination of the principles set out herein and encourages staff to understand the contribution each person can make to achieving them. The Policy is made available to people working on behalf of the organisation and, where appropriate, to other interested parties.

The effectiveness of the guidelines identified is supported by monitoring activities, assessing issues and opportunities, and, where appropriate, defining improvement objectives and actions.

In this way, within the scope of its responsibilities and in line with the guidelines of REMU S.r.l., TORTELLA intends to contribute to the development of a corporate culture based on prevention, responsibility, respect for the environment and continuous improvement.

General Management
Issued by



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