



italkrane

THE HIGHEST LEVEL OF EXPLOSION PROTECTION

SUSTAINABILITY POLICY





FOREWORD

Italkrane is an important Italian company that has set up itself worldwide as a key player in the lifting equipment sector. The Sustainability Policy of Italkrane s.r.l. has been developed with the aim of spreading the principles of the utmost respect for the environment, social and governance (“Environmental, Social and Governance” hereinafter also “ESG”). Within the framework of the strategy that Italkrane has started, to pursue the defined sustainability aims, the integration of ESG principles buys relevance. The latter, assume an increasingly key role in the daily operations of the Company, which acts in the belief that sustainability is one of the most important concepts.

Italkrane operates a process of continuous improvement aimed at ensuring: the achievement of results; the strengthening of economic performance; and the protection of the health and safety of its collaborators and employees. The creation of “shared value” for shareholders is one of the key features of Italkrane’s sustainability, which is aware that compliance with laws alone is not sufficient to ensure its sustainability over time. Italkrane has the best technological solutions and has a solid and recognized experience in the choice and use of materials, as well as in the construction and assembly of machines. Italkrane pursues a policy of constant updating about strategic, instrumental, process and market skills, applying the most modern methods of industrial production.

Italkrane is aware of how economic and business activities generate direct and indirect impacts on human rights, on the environment in which it operates and on society; therefore, it has defined the areas of responsibility towards employees, trade union, shareholders, customers, suppliers and the social community, through the sharing of a corporate culture that complies with current regulations and is aligned with international best practices. Italkrane’s sustainability policy finds the principles that inspire responsible management of impacts, both towards the communities in which it runs and towards its own people. Italkrane is committed to incorporating its sustainability policy into its business practices and relations with the different components involved in the company’s projects and activities (Stakeholders). This document is instrumental in finding, assessing, and managing ESG factors that may pose risks and opportunities for the achievement of business aims. Aware of the significant role in an industry in which it runs for responsible growth, Italkrane pursues and upholds respect for internationally affirmed personal rights; moreover, it considers the protection of the integrity, health, rights and well-being of its employees and the environment as primary and fundamental elements in the exercise and development of its activities.

Italkrane’s sustainability strategies pursue compliance with its values and Code of Ethics, by the Sustainability Model envisaged by the United Nations Global Compact. In addition, the Company pursues environmental protection and occupational safety by following the principles of the UNI EN ISO 14001 and UNI EN ISO 45001 Certification Plan. Compliance with these principles, together with the values already referred to within the Code of Ethics, is essential both within the Company and with third parties with whom it comes into contact in its daily operations. Italkrane’s activities comply with the Code of Ethics shared by the Board of Directors and the sustainable development strategies presuppose a commitment to continuous improvement of the environmental, health and safety at work aspects related to its activities, in firm respect and support of the contents of the “Universal Declaration of Human Rights”, the “International Labor Organization’s Declaration on Fundamental Principles and Rights at Work”, the “Rio Declaration on Environment and Development” and the “United Nations Convention against Corruption”.





ADDRESSEES

The addressees of this document are the corporate bodies and all persons connected by working relationships with Italkrane, as well as anyone working for it. The sustainability policy contained in these pages is given to all employees and made public: Italkrane is committed to the continuous improvement of its programs and to implementing procedures, rules and instructions designed to ensure that the values expressed are reflected in the behavior of employees and collaborators. Italkrane, through the application of this policy, believes that it contributes to ensuring that the generations of today and tomorrow have the conditions and tools for a better quality of life. The Company is committed to giving, through its website (www.italkrane.it), its sustainability policy to ensure its compliance and proper application. This document is subject to periodic review: any changes are given to the Board of Directors, which deliberates on the approval of the sustainability policy and handles compliance with its principles.

OBJECTIVES, COMMITMENTS AND AREAS OF APPLICATION

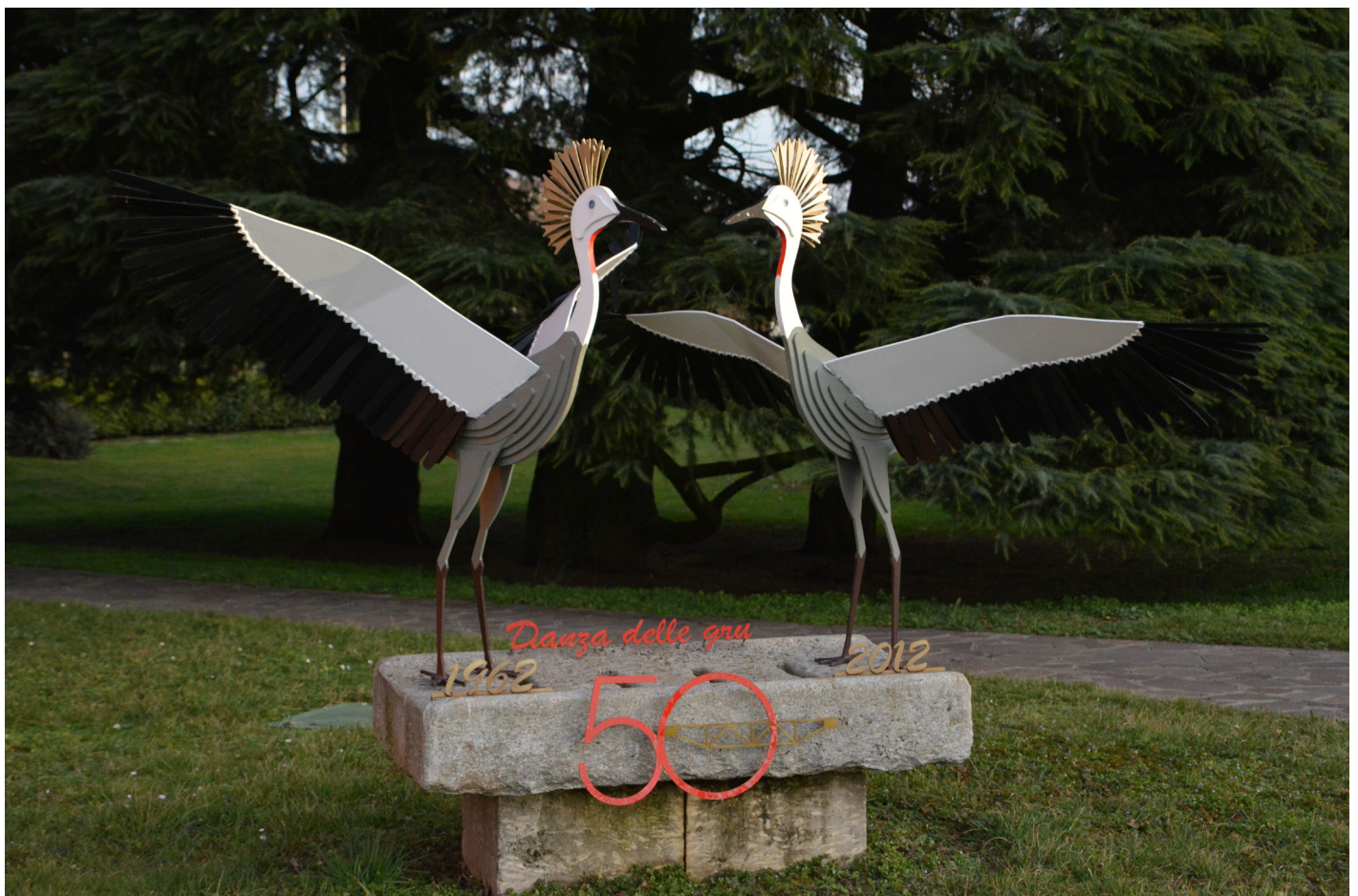
The aims of the sustainability policy are to define the strategies and guiding principles of corporate sustainability, with a focus on the following issues:

- anti-corruption;
- social and personnel issues;
- respect for human rights;
- environmental protection.

In addition, Italkrane is committed to:

- promote the use of the most advanced technologies to achieve excellence in worker health protection, occupational safety and environmental protection;
- assessing and reducing the environmental impact of its products and services throughout their life cycle;
- use resources responsibly, with the aim of achieving sustainable development that respects the environment and the rights of future generations;
- govern its activities about health, safety, labor rights, and environmental protection by relevant and universally recognized international standards;
- not use, nor support the use, of child labor and forced labor;
- ensure equal gender opportunity and freedom of association, promoting the development of everyone;
- oppose the use of corporal punishment, mental or physical coercion and verbal abuse.
- follow laws and industry standards on working hours and ensure that wages are sufficient to meet the basic needs of staff;
- set up and keep procedures to evaluate and select suppliers and sub-suppliers based on their level of social and environmental responsibility;
- not tolerate corruption in any form or manner, in any authority, even where such activities were in practice allowed, tolerated, or not judicially prosecuted;
- involve all levels of the organization and all employees by ensuring that responsibilities and operating procedures are precisely defined, appropriately communicated and clearly understood;

- find, assess and prevent occupational health and safety risks aimed at a continuous reduction in the number and severity of accidents, as well as occupational diseases, by activating health surveillance plans in order to protect workers from the specific risks associated with their company duties;
- pursue the reduction of the environmental impact of activities through the early identification, assessment and prevention of environmental risks by enabling the identification of appropriate action plans;
- develop and implement emergency management programs designed to prevent and avoid harm to people and/or the environment in case of accidents;
- develop products and production processes that are safe and aimed at minimizing pollutant emissions, waste generation (including through reuse and recycling of materials used), consumption of available natural resources, and the causes of climate change to preserve the environment and biodiversity;
- empower, train and motivate its workers to operate in a safe and environmentally friendly manner by involving all levels of the organization in an ongoing program of training and information aimed at promoting a culture of workplace safety and respect for the environment;
- ensure that company responsibilities and procedures are appropriately updated, communicated and clearly understood;
- manage its supply chain responsibly, including respect for the environment and occupational health and safety issues in supplier selection criteria, contract clauses and audit criteria. Italkrane also requires its suppliers to implement a similar management model in its supply chain, which complies, for environmental and occupational health and safety issues, with international standards and the laws and regulations of the nations where they run.





COMMITMENT

The ESG principles outlined within the sustainability policy are closely related to the distinctive criteria that have always contributed, in a decisive way, to Italkrane's success. Based on these premises, the principles underlying the Company's operations from an environmental, social and governance perspective are presented below. The sustainability policy is implemented through the following areas of action: environmental, social, governance. Let us look at them in detail.

Environmental

Italkrane is committed to minimize and perfect the impact that its activities generate on the environment, directly and indirectly, in the short and long term, and to constantly check risk factors. Italkrane is active in the use of processes and technologies aimed at reducing consumption and greenhouse gas emissions to contribute to climate change mitigation. Regarding direct impacts, the Company raises awareness among its employees towards responsible use of resources and proper waste disposal. Italkrane is also committed to monitoring in an increasingly structured way its indirect impacts, which are closely related to its operations. These principles are to be considered valid both within the company and externally, through the offer of products capable of generating positive environmental impacts and triggering virtuous behavior. In terms of corporate culture, environmental protection is one of the key values. Therefore, Italkrane is committed to adopting Environmental Management Systems certified to recognized standards, with the aim of continuously improving its performance and mitigating risks.

Italkrane's main research and innovation themes are:

- processes and technological choices that contribute to CO2 reduction;
- innovative materials and processes;
- flexible and reconfigurable processes;
- use, where possible, of high-efficiency electric motors.

Italkrane is committed to:

- minimize the environmental impact of its activities by reducing energy consumption, atmospheric emissions and waste production, including by improving the quality and efficiency of its facilities.
- consider the protection of biodiversity, natural habitats and ecosystems as a key component of sustainable development in the development of its projects;
- promote the conscious and responsible use of all natural resources available to the Company: in particular, land and water resources are managed appropriately, judiciously and with the least possible impact, as they are necessary for the development and well-being of future generations;
- perfecting and reducing energy consumption resulting in reduced impact on the environment due to emission of CO2 and other pollutants;
- investment in R&D to improve the environmental performance of products, with reference to material selection, design and end-of-life;
- promotion of sustainability-related concepts to employees, associates, partners and stakeholders.

Social

Italkrane's sustainable approach is also found in its policies for the protection and development of Human Capital. The achievement and maintenance of the explicit principles are pursued by monitoring compliance with the Universal Declaration of Human Rights and the declarations of the International Labor Organization. With the awareness that the active contribution of all people is fundamental to the achievement of the above aims, Italkrane pursues continuous and targeted information, sensitization and training.

Relationships among people within the Company are based on the values of fairness, transparency, freedom, respect, loyalty and trust. In this context, Italkrane has always been committed to supplying working conditions that respect personal dignity, human rights, equal opportunities, in a professional, serene and participatory working environment. The personnel selection process is conducted with full respect for diversity, equal opportunities, heterogeneity and non-discrimination, avoiding favoritism and facilitation of any kind. Italkrane also promotes the management and development of its people, supplying specific programs aimed at enhancing talent and responsibility. About health and safety, the Company fulfills its legal obligations and is committed to ensuring the well-being of workers and preserving their work-life balance.

Governance

Ethics and integrity in the management of relationships with legitimate stakeholders are the foundations of Italkrane's doing business. Maintaining and protecting reputation is essential for Italkrane to be properly perceived as an honest and trustworthy partner by all its stakeholders. Italkrane is committed to preventing corruption through rules of conduct, control tools and procedures for ex-ante and ex-post verification of how business is conducted, to prevent and cut all types of corrupt and unethical behavior. To this end, Italkrane's activities follow the laws and regulations of the individual countries in which it runs, as well as the relevant international conventions, implementing measures to prevent and combat corruption and illegal practices. Italkrane has adopted the Organization and Management Model by Legislative Decree 231/01 and its own, detailed Code of Ethics.

Italkrane does not tolerate any form of corruption or unethical conduct, considering it a risk to sustainable development economics, good governance and fair practices. The Company is committed to raising awareness and, where necessary, training all its people, Suppliers and Partners, particularly about relations with the community and customers. Italkrane adopts behaviors oriented to the control of business risks, transparency towards the market and checking the interests of all stakeholders. Therefore, Italkrane condemns any phenomenon of bribery, extortion, undue induction to give or promise benefits and adopts all the most proper measures to prevent and avoid the commission of such crimes.



ITALKRANE lifting equipment

Bridge cranes

Electric wire rope hoists

Winches

Special cranes

Chain hoists

Crane Kit

Components

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