

	ESG Policy	<i>A 5.2a.e</i>
		<i>Ed.03 Rev.00 del 20.02.2024</i>

VTS recognizes health, safety, quality, and environmental protection as integral elements of its integrated management responsibilities, promoting them as fundamental Company values. We are committed to providing a quality service in order to ensure a safe and healthy workplace for our employees and to minimize our potential impact on the environment. We will operate in compliance with all relevant environmental legislation and are committed to applying pollution prevention and best environmental practices in everything we do.

In particular, VTS will commit to:

- promote environmental awareness among employees and encourage them to work in an environmentally responsible manner;
- train, educate, and inform employees on environmental issues that may affect their work;
- reduce waste through reuse and recycling, and through the use of recycled materials;
- promote efficient use of materials and resources—water, electricity, raw materials, and other resources, particularly non-renewable ones;
- avoid the unnecessary use of hazardous materials and products, and replace them whenever possible;
- take all reasonable measures to protect human health and the environment;
- purchase and use environmentally responsible products whenever appropriate;
- develop and maintain adequate emergency response programmes;
- communicate the Company’s environmental commitment to customers and encourage them to support it;
- strive to continuously improve environmental performance and minimize impacts;
- adopt, where possible, the necessary measures to avoid creating negative impacts on biodiversity (e.g., site selection, design, planning);
- implement all possible measures to reduce the duration, intensity, and/or negative impacts on biodiversity that cannot be fully avoided;
- encourage employees and third parties along the supply chain to develop and demonstrate responsible behaviour toward the sustainable use and protection of water

- ridurre i consumi energetici quali energia elettrica, metano e gas tecnici, in relazione ai volumi produttivi e gestione delle attività utilizzando le risorse naturali in maniera efficiente,
- rispettare tutte le prescrizioni legali, disposizioni normative applicabili, ed altri eventuali requisiti proposti dalle parti interessate compresi i clienti,
- migliorare continuamente le prestazioni energetiche e l'efficienza energetica dei processi produttivi e di quelli di supporto, introducendo le migliori tecnologie disponibili compatibilmente con i piani di investimento aziendale,
- coinvolgere, responsabilizzare e sensibilizzare del personale che collabora a tutti i livelli con l'organizzazione anche attraverso l'informazione di fornitori e parti interessate esterne.
- reduce energy consumption, including electricity, methane, and industrial gases, in relation to production volumes and activity management, using natural resources efficiently;
- comply with all legal requirements, applicable regulations, and any other requirements proposed by interested parties, including customers;
- continuously improve energy performance and the energy efficiency of production and support processes by introducing the best available technologies, in line with the Company's investment plans;
- involve, empower, and raise awareness among personnel working at all levels within the organization, also through informing suppliers and external interested parties.

This policy is subject to periodic review whenever national or international regulations, referenced as best practices, undergo changes or reinterpretations, or whenever deemed necessary.

VTs is committed to ensuring that these principles and objectives are translated into measurable targets and periodically reviewed, so as to make them increasingly aligned with the spirit of the entire Company. This policy is communicated to all personnel.

Approved by
Chief Executive Officer