

LOGIC S.P.A.'S POLICY for ENVIRONMENT, HEALTH AND SAFETY AT WORK and ENERGY MANAGEMENT

Logic S.p.A. is an Italian company founded in 1962 that has been designing and manufacturing electronic equipment for application in both civil and military avionic systems for more than 60 years.

Logic defines in this document the reference policies it intends to adopt in its business, in particular implementing them by developing and maintaining its integrated management system in compliance with the following international technical standards:

- UNI EN ISO 14001:2015
- UNI EN ISO 45001:2018
- UNI EN ISO 50001:2018

This system applies regarding to Standard 14001:2015 and 50001:2018 to the following activities carried out at the Cassina de' Pecchi site:

- *Research, design, development, manufacture, maintenance and overhaul of military and civil aeronautical equipment;*
- *Development and maintenance of embedded software for aeronautical applications for military and civil use.*

This system applies with regard to Standard 45001:2015 to the following activities carried out at the Cassina de' Pecchi site and at the Milan site as representative office:

- *- Research, design, development, manufacture, through machining and assembly, maintenance and overhaul of military and civil aeronautical equipment.*
- *- Development and maintenance of embedded software for military and civil aeronautical applications (IAF 19, 21, 33)*

Environmental policies

Logic is committed to integrating environmental protection into its daily work and to achieving its business objectives by operating with environmentally sustainable practices and taking concrete actions to prevent pollution.

1. Compliance with applicable Local, Provincial and National Environmental Legislation.
2. Continuous commitment to improve actions to prevent air pollution and its origin wherever possible.
3. Continuous commitment to improve the management of waste produced in the Company.
4. Continuous commitment to improve the management of chemicals used in its processes from which negative environmental impacts may arise.
5. Commitment to reduce our consumption of materials in order to minimize the environmental impact associated with our products and activities.
6. Informing and sensitizing our employees so that Environmental Protection becomes everyone's responsibility.
7. Commitment to reduce actions harmful to the Environment through the environmental control of facilities, plants and substances and the reduction of hazardous chemicals, as far as technically possible.

Policies to protect health and safety at work

In carrying out its activities, Logic S.p.A. considers health and safety at work an inalienable duty.

Logic S.p.A. undertakes to:

1. Provide workers with a healthy working environment and safe working conditions in order to prevent accidents at work and the occurrence of occupational diseases.
2. Identify all requirements, legal and not, applicable to each aspect of health and safety, providing the appropriate management and economic resources to maintain compliance with these requirements over time;

3. Identifying all hazards and risks related to its activities and implementing the necessary prevention and protection actions with the aim of reducing occupational health and safety risks and continuously improving the performance of its safety management system;
4. Promote and spread within and outside the company a philosophy of safeguarding health and safety at work;
5. Inform, train and educate workers on the consequences for their health and safety.

Energy Policies

1. Compliance with applicable legislation on energy efficiency and energy use and consumption.
2. Continuous commitment to improving Logic's energy performance in reducing our energy consumption through the rational and efficient use of energy resources.
3. Promoting awareness and responsible choices regarding the rational uses of energy resources.
4. Consider energy efficiency among the basic elements in the design and manufacture of our products.
5. Carefully and punctually, plan and carry out maintenance activities on machinery and systems in order to keep them efficient and prevent, as far as possible, excessive or abnormal consumption of energy.
6. Apply responsible energy choices in purchases that can have the greatest influence on Logic's energy consumption by valorizing eco-sustainable sources.
7. Evaluate opportunities for self-production of energy with a low environmental impact.

For the application of its policies, Logic S.p.A. intends to operate according to the principle of continuous improvement by promoting the participation and consultation of interested parties, in particular workers and their representatives;

The Policy applicable to Logic S.p.A.'s integrated management system is publicly available and internally communicated to its employees.

Aims and Objectives

Logic aims to reduce the environmental impacts caused by its processes, through the implementation of specific environmental objectives, with particular reference to proper waste management, a reduction in energy consumption, and design and production choices that reduce the use of hazardous chemicals to a minimum.

Logic S.p.A. aims to improve its performance over time through the integrated management system, promote awareness and safety culture among workers, and actively involve workers in consultation and participation in the management of health and safety aspects.

Logic aims to make its processes more and more efficient by directing choices towards low energy consumption solutions, applying responsible operating practices and keeping up with available technological solutions and maximizing the use of energy from renewable sources.

Logic S.p.A. is committed to constantly measuring its performance through the identification of specific KPIs, which will be periodically reviewed and verified with management.

Cassina de' Pecchi, 28 January 2024

Signature
Managing Director
Alessandro Franzoni

