

Endeco	COMPANY HSEQ POLICY	Doc n°: POL-01
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COMPANY HSEQ POLICY

Endeco Spa is a joint stock company, with its main place of business in Italy, operating all over the world in the field of Engineering and Contracting.

Endeco Spa was established in 1987 by a group of Managers and Engineers who have shared their know-how in the field of Project Management acquired during the previous ten years of working activity carrying out numerous projects especially in several African, Middle East and Far East countries.

Endeco has carried out contracts both in the civil and in the industrial field, in particular for:

- Engineering Integrated Services
- EPC Contracting and Supply contract of machinery and turn-key plants;

From its establishment, Endeco main aim has always been that of meeting clients' requirements and the relevant contractual obligations, keeping in mind the Company policy and ensuring safety and environment protection for all employees.

Endeco staff can be divided in two main Departments:

- Engineers and Project Managers management team who operate in the main office in Padova and in the foreign markets they are responsible for;
- Technicians and site personnel who are responsible for project realisation.

PRINCIPLES

In order to carry out an ever-improving policy as far as performances are concerned, the following principles have been established:

1. Meeting the client's requirements so as to establish a cooperative and trustful relationship
2. Adherence to the contractual requirements and the observance of laws and national and international regulations, by keeping all personnel informed;
3. The guarantee that all company activity is carried out in accordance with fair competition, honesty, integrity and good faith.
4. The knowledge of the context where one operates including the identification of the concerned parties;
5. The constant attention to the opportunities deriving from the application of the risk based thinking;
6. Constantly ensure workers' safety in the working places.
7. Safeguard of environment accordingly to all law prescriptions

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AIMS

1. Company development by optimising service performances
2. Pursuing the continuous improvement of the efficacy (process aims) and efficiency (process resources) of internal processes so as to influence final service quality by improving company organisation;
3. Improving the check of some specific aspects of the project management;
4. Critically and continuously monitoring the achievement of the fixed performances;
5. Increasing the value and satisfaction of the stakeholders;
6. Improving the company performances as for prevention and protection of the workers' health and safety;
7. Eliminating or reducing the probability of injuries and/or accidents occurrence for workers by constantly analysing risks relevant to activities which all Endeco personnel has to carry out;
8. Constantly increasing the formation level of the employees who can operate according to their own responsibility as far as safety matters are concerned;
9. Undertaking to sensitize all clients/suppliers towards a deep attention to safety and health problems in working places;
10. Constantly following the strict application of the foreseen accident-prevention norms;
11. Following a behaviour constantly addressed to environment protection involving all aspects of reality one has to face;
12. Undertaking to continuously improve prevention of any form of environment pollution.

What indicated in this document is the main reference for the definition of the improvement aims which can be measured and verified and which Endeco intends to follow in the near future.

The president requires all Endeco personnel to cooperate actively to the application of the Quality, Safety and Environment Management System and to single out possible suggestions for the improvement of one's own concerned activity.

Padova, 09 June 2026

Giovanni Aloisi, Managing Director

