

**INTEGRATED QUALITY, ENVIRONMENT, HEALTH AND SAFETY POLICY
STATEMENT OF RAM ENERGY**

The General Management of RAM ENERGY establishes the company's strategies with full awareness of the need for an integrated organizational vision, in which "quality," "environment," and "health and safety" aspects permeate and form the foundation of all other elements that contribute to defining the strategies themselves. This explicit commitment is defined and documented in the Integrated Quality / Environment / Health and Safety Policy.

The Quality / Environment / Health and Safety Policy represents the overall commitment that RAM ENERGY undertakes towards its stakeholders, following a detailed analysis of its organizational context, as well as the risks and opportunities related to quality, health and safety, and environmental matters that the organization faces. To fulfill this commitment, an Integrated Management System (IMS) has been implemented in accordance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, and UNI EN ISO 45001:2018 standards.

RAM ENERGY aims to consolidate and expand its market share by positioning itself as a provider of consistently high-quality and professional services, supported by highly qualified personnel who represent a high value-added reference point for clients.

The general direction guiding and overseeing the Integrated Quality / Environment / Health and Safety Policy is the satisfaction of stakeholders, a commitment to environmental protection and occupational health and safety, the elimination of hazards, the reduction of environmental and occupational risks, compliance with applicable regulations, and the delivery of services with a focus on continuous improvement and risk reduction related to activities.

The objectives of RAM ENERGY's Quality / Environment / Health and Safety Policy are as follows:

GENERAL SCOPE AND QUALITY

- Maintain the Integrated Management System implemented in accordance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, and UNI EN ISO 45001:2018 standards;
- Comply with the required (mandatory and voluntary) provisions for service delivery and production management, and communicate them to the entire organization;
- Enhance the professionalism of Employees and Collaborators, who represent a key asset for maintaining and increasing market share in a highly specialized sector such as OIL & GAS;
- Identify training and skill development needs necessary for the proper execution of activities, in order to increase staff competence, and verify their effectiveness;
- Improve the added value delivered to the client;
- Define a site logistics plan that does not obstruct the movement of vehicles and materials;
- Motivate, empower, and raise awareness among personnel regarding the management of the IMS and continuous improvement;
- Maintain process efficiency at the established standards and, where possible, improve it;
- Optimize the management of company processes;
- Maintain proven supplier reliability and enhance control criteria to ensure compliance with supply objectives in terms of quality, environmental, and health and safety management;
- Take preventive action in the maintenance of equipment to ensure safe and efficient operation.
- Define site logistics that do not obstruct the movement of vehicles and materials.

HEALTH, SAFETY, AND ENVIRONMENT SCOPE

- Ensure EHS competencies through appropriate training and information;
- Integrate EHS aspects arising from our activities, from design to production to after-sales support;
- Identify risks and opportunities and engage in continuous analysis of them when managing new services or new work methods on each new site;
- Commit consistently, through documented practices and procedures, to the prevention of accidents, occupational diseases, and environmental impacts throughout the organization's lifecycle;
- Ensure the health and safety of employees, company assets, and sensitive information;
- Continuously improve health and safety management through dedicated continuous improvement plans;
- Identify communication criticalities on-site related to foreign workers' knowledge of the Italian language;
- Ensure full worker involvement in complying with procedures/practices concerning safety, proper environmental management, and the use of PPE;
- Guarantee commitment to defining appropriate consultation and participation moments where workers can contribute to the system;
- Adopt and promote behaviors that enhance our EHS culture;
- Manage and monitor the safety management of subcontractors;
- Make every organizational, operational, and technological effort to prevent pollution and ensure continuous environmental improvement over the lifecycle;
- Assess environmental aspects under the organization's control and those influenced by it, and adopt management procedures to minimize any significant negative environmental impacts;
- Formulate objectives for the continuous improvement of environmental performance;
- Minimize the production, use, and release of hazardous substances;
- Adopt technological processes that provide the best environmental outcomes in both technical and economic terms;
- Safeguard the environment, believing that preventing risks and promoting responsible behaviors protects our well-being and that of future generations;
- Ensure the authority to stop work ("Stop Work") for all employees and collaborators without fear of retaliation, even if such action later proves unnecessary.

RAM ENERGY is committed to promoting and strengthening a culture of health and safety for all individuals involved in its activities, increasing risk awareness, and encouraging responsible behaviors in order to ensure that work is carried out efficiently and without accidents, as every person working with us represents our most valuable asset to protect.

The health and safety of workers, along with the protection of the environment, are our daily commitment and take priority over all other considerations.

RAM ENERGY requires all employees and collaborators to:

- *Act promptly and stop any activity that could put their own health and safety, or that of others, at risk, or, similarly, that could cause damage to the environment — understood as the impairment of its components (air, soil, water, flora, and fauna) — or to the protection of the archaeological and artistic heritage of a site.*
- *Immediately report to their direct supervisor any unsafe behavior, action, omission, or situation that could potentially lead to an accident or environmental damage.*

The Stop Work order must be applied without fear of consequences. No blame or liability may be attributed to an employee or contractor who, in good faith, reports a hazardous situation or halts activities, even if such action later proves to be unnecessary.

ETHICAL SCOPE

RAM ENERGY is committed to safeguarding and promoting respect for human and fundamental labor rights in all sectors where we exert influence, particularly among our employees and contractual partners.

RAM ENERGY provides a work environment free from any form of discrimination, harassment, intimidation, or bullying, while promoting diversity and inclusion, convinced that cooperation among people with diverse skills, perspectives, backgrounds, and cultures is a key element to enable business growth and innovation.

RAM ENERGY also recognizes the right of our employees to freedom of association and collective bargaining and does not tolerate any form of illegal labor, exploitation, or compulsory, forced, or child labor.

To demonstrate this commitment, RAM ENERGY ensures that all our policies and practices are aligned with:

- The United Nations Universal Declaration of Human Rights;
- The main international standards of the International Labour Organization (ILO).

Furthermore, RAM ENERGY has adopted, promoted, and disseminated a Code of Ethics on “Integrity” (referenced herein), which defines the moral, ethical, transparent, and honest behavior rules that all individuals collaborating with the company (including subcontractors, suppliers, employees, and consultants) are required to follow in carrying out professional activities and in relationships with clients.

MONITORING OF OBJECTIVES AND AVAILABILITY TO STAKEHOLDERS

The criteria for verifying the achievement level or deviation from the objectives set out in the Quality / Environment / Health and Safety Policy, through the commitments described above, consist of referring to indicators directly linked to management parameters considered particularly significant and defined within the Integrated Management System.

The General Management of RAM ENERGY supports the Integrated Policy as formulated to pursue the set objectives, also through raising awareness and engaging all personnel regarding these objectives.

During the Management Review, the General Management of RAM ENERGY evaluates this Integrated Policy in order to:

- Ensure that it is appropriate to the purposes of RAM ENERGY;
- Define and review quality objectives and related improvement targets;
- Verify its ongoing suitability.

Furthermore, the General Management of RAM ENERGY commits, in the most appropriate ways and according to established procedures, to:

- Communicate the Policy to all personnel working for the organization;
- Make this policy publicly available;
- Communicate and make this policy available to identified stakeholders.



INTEGRATED SYSTEM

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Drafted QM
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