



GEA s.r.l. researches, develops, manufactures and distributes systems for the monitoring and the control of food, urban and agro-forestry pests.

It also designs and delivers training courses in the context of pest management and pest control, aimed at specialists in the field.

It helps the agricultural, civil and industrial world to manage pest problems, intercepting their periodic evolution, monitoring for example the alien species and studying attractive and distractive products specific for each pest, reducing the use of insecticides and rodenticides, without sacrificing professional effectiveness and aiming to remain a leader in the pest control sector.

With this document, GEA's Management wishes to bring to the attention of all stakeholders about its **Integrated Policy for Quality, Environment, Health and Safety of Workers, Information Security, and the Delivery of Training Courses.**

GEA s.r.l. is aware of how the Quality of its products, services, and training, achieved with a focus on the Environmental Sustainability, the guarantee of Health and Safety of workers and of the Information Security, is the determining factor in the business of the future. The overall goal is the **continuous improvement** pursued through an **increasing rationalization of business processes**, as well as the identification and **reduction of any inefficiencies**.

The basic requirements of this policy are to ensure complete **Customer satisfaction, pollution prevention, occupational accident prevention**, and at the same time, **security of the processed information**.

For this purpose, GEA has adopted an integrated management system for quality, environment, health and safety of workers, and information security that complies with the requirements of the international standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO IEC 27001:2022. Additionally, it has implemented a management system for educational organizations that meets the requirements of ISO 21001:2018.

The implemented norms and directives, besides being GEA's representation, must over all be the element that we share during our work to have the same goal and vision that brings us to the quality we look for.

Concerning **human rights and corporate social responsibility**, GEA aims to:

- keep an environment in which each individual can assert their rights, and these ones can be protected;
- ensure equal rights for women, men and any other gender;
- ensure that the dignity of every person in the company is always protected at any cost and with any possible measure;
- provide safe, good quality and effective products that allow the user to solve infestation in the best possible way.

GEA claims not to be directly or indirectly involved in any violation of ILO Conventions, as defined in the ILO declaration on fundamental principles and rights at work in 1988.

Concerning its Integrated Management System, GEA has embarked on a conscious path to sustainability following **ESG** criteria, and intends especially to:

- conduct an analysis of **Carbon Foot Print** (organization and product) and an **Energy Diagnosis**;
- maintain and improve all the acquired certifications;
- implement/improve all required measures to **identify and reduce risks and hazards** to workers, due to the type of work;
- maintain the **highest possible attention to customers**, through a pre- and post-sales high-quality service;
- maintain the **highest possible attention to workers**, giving them responsibilities and enabling all to improve their skills and functions along with business growth;
- **increase the environmental sustainability of products**, by using recycled/recyclable materials or materials from sources managed in a responsible way (e.g. FSC or PEFC cartons);
- consider the **environmental impact assessment** of products and processes in terms of: material selection, waste management, possible recycle of parts, presence of SVHC, etc. to reduce the environmental impact as much as possible and promote eco-sustainability;



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- **invest into infrastructures, knowledge and innovation**, to be competitive on market;
- **design, plan, and deliver training courses branded inPEST Lab**, focused on appropriate and cutting-edge methods and techniques for pest prevention, monitoring, and control, aimed at training pest control professionals who are experts in their specific field and also mindful of the environmental impact of each treatment, elevating the role of pest control operator to that of a certified pest control technician who has acquired the needed training credits to subsequently take the exam to obtain this qualification; **these courses are based on the most current scientific knowledge** and are conducted by industry experts with the appropriate training and experience; they are also designed to be easily understood by learners, providing adequate competence for their needs;
- define and apply **selection and qualification criteria for suppliers** based on their proven ability to provide suitable products and services, also leveraging collaborations with Universities and Research Centres;
- **increase the participation and consultation of workers** by promoting, during the periodic meetings, the reporting mechanism available to all in the company intranet;
- always operate in accordance with **professional ethics**, working **transparently** and **effectively**;
- ensure an **adequate level of data and information security** within the design and realization of the products, through the identification, assessment, and treatment of risks to which the services themselves are subject, and protect its informational assets: all information generated or used by GEA is to be safeguarded and it is protected, according to the assigned classification, from its creation, during its use, until its deletion; information is managed securely, accurately, and reliably and is promptly made available for permitted uses;
- adopt **the organizational, technical, and procedural measures** necessary to ensure the **integrity, confidentiality, and availability** of both **internal informational assets** and those entrusted by clients;
- **achieve the established goals** related to the quality of products and services provided, the environment, the health and safety of workers, and information security;

GEA is actively committed to complying with all legal obligations and complies with them carefully.

The respect for intellectual property regarding publications or other sources used for training is ensured in accordance with legal provisions, while specifying in the educational materials distributed to the learners whether the ownership belongs to the speaker or to another source.

Furthermore, GEA aims to be a model organization and to add value to the community by sharing its values and principles in the management of its business.

Regarding also the delivery of training courses, GEA hopes that the improvement resulting from the acquired knowledge will benefit not only the learners but also the companies they work for and the community at large.

This document may be modified at any time to continually meet our improvement needs; its validity and the necessity for potential updates are assessed annually during management reviews.

CEO

A. Braghieri

QHSE and Regulatory Manager

N. Zini