



SUSTAINABILITY POLICY

*Our vision: To be our customers' trusted partner for sustainable development.
This is our vision, supported and guided by strong values that are shared by the whole Group.*

MISSION

Our mission is to be, alongside our Clients, key players in building a **safe** and therefore sustainable future. We work closely with our Clients to implement **innovative solutions** that address today's challenges while also ensuring prosperity for future generations. We aim to build long-lasting relationships based on partnership and shared success,

standing out through our deep industry knowledge, commitment to our **Clients' growth**, and a constant drive to anticipate and innovate in the face of emerging challenges. Driven by a strong sense of ethical responsibility, we are dedicated to making a difference, committing ourselves to a safer world.

VISION

Our vision is to **be the global benchmark** for Clients seeking not just a laboratory analysis provider, but a true **partner** capable of understanding, anticipating, and meeting their needs with tailored solutions. We strive to be recognized for our commitment to enhancing our Clients' specialized skills and ensuring the **safety of their business** through high-level **laboratory analyses, consultancy services, and training**. Our goal is to contribute significantly to our Clients' growth and success. We are driven by the belief that empowering people and upholding ethics and professionalism are

essential to making a positive impact on the world, fulfilling our role with excellence and integrity. We are committed to delivering **tangible guarantees of quality** and customization, supported by dedicated infrastructure and a strategically distributed presence, in order to meet local needs and proactively and innovatively support our Clients' business development. Our aspiration is to positively influence the industry, promoting **safe** and therefore **sustainable development** that leaves a lasting legacy.

OUR VALUES ARE



1

A client centred focus

We provide support to our clients as a partner providing added value to their success. We are committed to satisfying their stated and implicit business needs.

We are committed to making our working environment a place for the development of talent and opportunity. We believe that the value of a team is greater than the sum of its parts, and we foster a solid team spirit.

Respect for colleagues

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Speed

We are committed to being fast, aware that the world will not wait. We see mistakes as an opportunity for professional growth.

We care for things as though they were ours and are passionate about doing well.

Reliability

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5

Competence

Each collaborator is committed to developing a profound knowledge of their field, working towards the good of the recipients of their work, and towards the professional growth of their team.

We operate with transparency and loyalty. We express what we believe to be right, with all our passion and enthusiasm.

Authenticity

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Integrity

We respect the law, regulations, conventions and company rules.



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At **Lifeanalytics Group**, we believe that our integrated Quality, Environment, and Safety Management System—developed in accordance with UNI EN ISO 9001:2015, UNI CEI EN ISO/IEC 17025:2018 (including the errata corripge of June 1st, 2018), the Accredia RT-08 requirements, UNI EN ISO 14001:2015, and UNI ISO 45001:2018—is a fundamental tool for ensuring compliance with legal and regulatory obligations. This system enables us to deliver fully reliable services to our Clients, while fostering a culture rooted in risk management practices that allows us to effectively respond to change and safeguard business continuity.

We are committed to ensuring that our services meet our Clients' QUALITY EXPECTATIONS, with particular attention to:

- the proper preliminary understanding of Client needs;
- the competence, motivation, and well-being of our personnel;
- the continuous monitoring of compliance with service requirements agreed with the Client, as well as adherence to the principles of good professional practice;
- the implementation and dissemination of Risk Assessment methodologies throughout the entire organization, to identify and evaluate risks and opportunities;
- the execution of testing and calibration activities in compliance with the UNI CEI EN ISO/IEC 17025:2018 standard, Client requirements, regulatory authorities, applicable legislation, recognition bodies, and the accreditation body;
- promoting accreditation only in reference to the tests for which such recognition has been granted, and using the mark in accordance with the prescriptive documents of the relevant bodies;
- promptly informing Accredia of any structural changes that may affect continued compliance with prescribed requirements, fully accepting the body's decisions;
- integrating into our system the mandatory documents and sector-specific requirements established by the accreditation body;
- encouraging staff collaboration and awareness regarding the documentation of the Integrated Management System;
- systematically investing in research and development to design innovative services and products;
- adopting policies and procedures to prevent involvement in activities that may undermine confidence in our competence, impartiality, judgment, or professional integrity;



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- complying with legislative requirements regarding data confidentiality and security, including record management;
- ensuring that all personnel are fully aware of and actively contribute to the maintenance and improvement of the applicable Quality Management Systems, maintaining compliance with regulatory requirements and ensuring patient safety (ISO 13485);
- striving to maintain and enhance customer satisfaction by giving special attention to the evaluation and management of complaints and non-conforming services related to the safety and effectiveness of our services, with a focus on prompt corrective and improvement actions;
- guaranteeing the integrity of the Quality Management System when planning and implementing changes.

We constantly monitor our ENVIRONMENTAL PERFORMANCE in order to minimize environmental impacts that may contribute to climate change, focusing our efforts on several key priorities:

- the rational and waste-free use of all available resources (water, energy sources, chemical reagents), promoting the use of renewable energy, sustainable mobility, and the proper management and separation of waste produced;
- the engagement of our suppliers of goods and services, as well as all Clients whose activities may be indirectly impacted by our operations, to achieve mutual environmental benefits;
- ensuring that all individuals working for or on behalf of the organization have access to the necessary and appropriate tools to carry out their work properly, while fostering awareness of the environmental impacts associated with their specific activities.

We are committed to ensuring the implementation of all necessary measures to protect HEALTH AND SAFETY IN THE WORKPLACE and to prevent accidents, injuries, and occupational illnesses, by acting in the following ways:

- ensuring safe and healthy working conditions for the prevention of work-related injuries and illnesses;
- monitoring risks related to work activities, both in strategic decisions and in day-to-day operations, whether performed directly or through suppliers;
- reducing health and safety risk levels, by addressing both the probability and severity of potential hazards;
- ensuring the systematic communication of information regarding our safety performance, with full reliability and transparency of data;



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- promoting awareness and engagement of suppliers in achieving occupational health and safety goals;
- ensuring that every worker has the authority to intervene immediately and stop any activity that could pose a risk to their own health and safety, that of others, or cause environmental harm ("stop work policy");
- committing to continuously improve personnel engagement methods, including the active participation and consultation of workers and, where applicable, their representatives, to foster ongoing enhancement of the management system in terms of quality, environment, health, and safety at work.

We put into practice a SOCIALLY RESPONSIBLE CONDUCT based on the following principles:

- valuing our collaborators, ensuring respect for their rights to freedom and dignity, workplace health and safety, freedom of association and collective bargaining, a fair wage without discrimination, and appropriate working hours; we promote a shared sense of responsibility and encourage their professional and personal development;
- a strict prohibition of child labor, forced, or compulsory labor;
- partnership with our Suppliers to pursue innovation, competitive advantage, and raise awareness of the ethical and social role of businesses.

Lifeanalytics has adopted the Code of Ethics and the Organizational, Management and Control Model as provided by Italian Legislative Decree No. 231 of June 8, 2001, with the aim of preventing the commission of crimes and safeguarding the integrity, values, and assets of the company. Lifeanalytics is committed to ensuring that this policy, along with all Group policies, is fully understood, implemented, and supported at all levels by all internal and external collaborators. Top Management is committed to periodically reviewing the sustainability policy and the integrated management system to verify and ensure their consistency, adequacy, effectiveness, and appropriateness in relation to the organization. As part of this review, measurable objectives will be identified each year to concretely implement this policy, and the achievement of these objectives will be monitored. Top Management and its designated representatives, according to their respective functions, hold primary responsibility for the realization of these objectives. These will be translated into objectively measurable annual programs, which will be reviewed during the annual management review.




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The content of this Sustainability Policy is binding for Lifeanalytics and its Italian subsidiaries (namely, Lifeanalytics Torino S.r.l., C.S.G. Palladio S.r.l., Veram S.r.l., 3A Laboratori S.r.l., Ecol Studio S.p.A., Abich S.r.l., Sepack Lab S.r.l., Pack CO S.r.l.).

Top Management

Anna Pagliani 

Marco Saltarelli 