

SUSTAINABILITY POLICY

Goals, principles and commitments

The mission of NTE Process is to accompany customers in all phases of design, supply and innovation of industrial plants. We want to be a reliable and punctual partner, with an innovative approach. We want the adoption of our solutions to have a positive impact on the planet, helping our customers to produce in a sustainable way.

By pursuing its mission and integrating the principles of environmental, social and economic sustainability into its activities, NTE intends to contribute to the achievement of the United Nations Sustainable Development Goals.

This Policy sets out the fundamental principles of sustainability that guide the activity of NTE Process, divided by areas.

Ethics, integrity and legality

NTE Process intends to operate on the market in a responsible and transparent manner, in full compliance with all applicable economic regulations in the jurisdictions in which it operates. For this purpose, the Company:

- monitors compliance with anti-corruption, anti-fraud, anti-money laundering, fair competition, correctness of customer information and data security by all staff
- monitors compliance by its suppliers with the principles of ethics and business integrity and the regulations in force
- respects and promotes respect for intellectual property rights as a prerequisite for fair competition on the market
- bases its relations with the tax authorities on principles of transparency and collaboration applies procedures and control systems designed to avoid any situation in which a conflict of interest may arise between personal economic activities and company activities or interests.

Environmental responsibility and protection of natural capital

NTE Process constantly invests in research and development activities in the field of sustainable innovation, with the aim of offering customers new ranges of green technologies that make it possible to reduce energy and compressed air consumption and polluting emissions compared to standard systems.

Aware of the direct and indirect impacts that its activities can cause on the environment, the company inspires its action to the principles of environmental responsibility and is committed to disseminating them in its activities and in its relations with stakeholders.

The specific principles that guide the action of the Company and the management systems that govern their application are affirmed and described in the Environmental Policy. As stated in the Responsible Purchasing Policy, the Company preferentially assesses and monitors the adoption, by suppliers, of management systems and procedures designed to minimize the environmental impacts of its business.

Protection on health and safety at work

For NTE Process, the protection of the health and safety of workers and of all persons who carry out activities at the company's sites or directly controlled by the same is an indispensable principle. The specific principles that guide the action of the Company and the management systems that govern their application are affirmed and described in the Occupational Health and Safety Policy. As stated in the Responsible Purchasing Policy, the Company monitors the adoption by suppliers of management systems and procedures designed to ensure the highest standards of health and safety of its employees, collaborators and subcontractors.

Protection of human and workers' rights

The Company recognizes and respects the personal dignity and personality rights of each individual, as stated in the International Bill of Human Rights, and bases its action on compliance with the conventions of the International Labor Organization and with national and local regulations on workers rights.

As stated in the Policy on Human and Workers' Rights, NTE prevents, identifies and prosecutes any episode of discrimination, harassment, offense, abuse, coercion of any kind in the workplace and in directly controlled activities.

The Company guarantees the free exercise of trade union activity in compliance with the law and bases its relations with employees, collaborators and their representatives on an open and constructive dialogue regarding the conditions and the working environment.

In order to prevent any risk of contributing, even indirectly, to the adverse impacts on the rights of persons and workers caused by the subjects with whom it relates, the Company prevents, monitors, mitigates and repairs any episodes of child or forced labor along its chain. supply, as established by the Responsible Purchasing Policy. It also undertakes to analyze in advance the risks to human and workers' rights potentially generated, directly or indirectly, by new productive investments, strategic agreements or commercial partnerships.

Development and enhancement of human capital

The Company recognizes the skills, abilities and knowledge of each employee and collaborator as essential conditions for its growth and success, and is committed to promoting their maintenance and constant development through appropriate training and professional updating.

For the new hires, a training course suitable for the tasks assigned and to support their professional development is activated. Each employee is involved in further training proposals with respect to regulatory obligations and customized on the basis of the characteristics, expected skills and individual development objectives.

The achievement of the expected technical-professional skills and the development of personal skills, including those regarding sustainability and dialogue with stakeholders, is encouraged and enhanced through the company's progression and remuneration policies.

All staff are required to enhance the different social

and cultural backgrounds of their colleagues and create an environment in which ideas can be freely expressed in an atmosphere of mutual trust and respect. The reconciliation between the times of working life and those of personal and family life, by offering employees adequate opportunities and tools, is considered an essential condition for an effective development of human capital.

Relations with the community

As an actor in the territory in which it operates, NTE Process is committed to being a partner of institutions and associations for the social and economic growth of local communities in a framework of environmental protection. At the local level, NTE actively supports non-profit organizations operating in its territory in the social, environmental and sports fields and hospitals and the social-health sector.

As a national actor it contributes to growth by building partnerships at national level that can bring added value to the local dimension.

As a global player, it supports the enhancement of territories and the country system with a view to promoting the quality and excellence of "Made in Italy".

Methods of application and verification

The contents of this Policy are supplemented by additional policies relating to specific matters: environmental responsibility, health and safety at work, responsible purchasing, human and workers' rights.

The corporate Code of Conduct sets out the principles expressed in this Policy in specific rules and guidelines of conduct, which NTE Process employees and collaborators are required to abide by. The Code of Conduct for Suppliers expresses the expectations of NTE Process towards its supply chain in relation to the areas dealt with in this Policy and the rules of conduct that the Company's partners must comply with.

NTE undertakes to maintain and nurture an active dialogue with its stakeholders, encouraging the reporting through the specially prepared channels of suspected violations of this Policy and of any request, request and proposal regarding environmental and social issues. At the same time, the Company undertakes to periodically report its sustainability performance to stakeholders.

In order to facilitate the implementation of this Policy, the Company Management undertakes to appropriately inform all the parties involved and to carry out specific training activities.

The Policy is subject to re-evaluation on the occasion of periodic reviews and of significant events that may affect its adequacy.

Gorgonzola (MI), 04/06/2021

NTE PROCESS S.r.l
Società Unipersonale


Roberta Novelli
CFO and Governance member


NTE PROCESS S.r.l
Società Unipersonale

Emanuele Fratto,
Corporate Sales Manager and Governance member