QUALITY, HEALTH&SAFETY
AND GENDER EQUALITY POLICY

DeltAcque considers as essential to keep the characteristics of a competitive company in the market and to safeguard the Health&Safety of all involved parts, to this end establishing as a strategic priority of its operations, the following:

- the commitment to constantly meet the needs and expectations of current and potential customers regarding the quality of provided service, price competitiveness, compliance with contractual requirements;
- the responsibility to supply safe and healthy work conditions for the prevention of injuries and diseases related to the job;
- verification of customer satisfaction and other interested parties;
- systematic improvement of its organization to eliminate, reduce and, where possible, prevent waste of resources, the inefficiencies, dangers and risks for the Health&Safety in the workplaces, and where possible the emergency situations deriving from the climate change issue;
- the involvement, motivation, consultancy, participation and preparation of its staff in the processes of quality improvement, efficiency and Health&Safety. Specific improvements are studied by reviewing and updating the management, and subsequently developed;
- the implementation of equal opportunity policies at all times, including those relating to training and professional growth, ensuring career opportunities and professional development programs for all staff;
- the adoption of flexible working practices, work-life balance measures, management initiatives or initiatives relating to other differences; the fight against and removal of discriminatory behaviour and any obstacle that limits equality and equity in the performance of staff's work activities;
- the prevention of all forms of physical, verbal, digital abuse (harassment) in the workplace;
- maintaining close partnerships with its suppliers in order to improve the efficiency of the procurement process and create added value for both parties;

- the pursuit of objectives, in compliance with the rules and all legal requirement, to satisfy the community and safeguard the Health&Safety of the workers, and the gender equality, as well as the compliance with the regulations in the different countries concerning the environmental impact;
- the research for continuous improvement of the product, services, processes, Health&Safety and the Integrated Quality System of the organization;
- the research of design solutions aiming the recovery of water resources and polluting products abatement, avoiding the dispersion in the environment, to allow the reduction of the environmental impact of the industrial production and limiting the climate change also in our area of expertise. A high attention must be kept on the countries already victims of scarcity, deep and inadequate exploitation of resources, where treatment and recovery plants can make the difference in the long period for the environment protection;
- the pursuit of the continuous improvement of the environmental performances, reducing in the same time the impact on the climate change, with particular reference to the reduction of energy waste, of water resources, CO2 emissions, selection of suppliers supporting the sustainable development;
- the commitment on the industrial sustainability research allowing the safeguard of resources in favour of the current and future development of the population, in particular the new generations, respecting the “Earth rights”.

For this purpose and in compliance with the provisions of the UNI EN ISO 9001: 2015 and UNI EN ISO 45001:2023 standards, DeltAcque has developed an integrated management system in order to be subjected to evaluation and certification by an independent and accredited body.
This system must play a fundamental role in the control of business processes and must also constitute a point of reference for all those who work inside the company.

Santa Croce sull’Arno, 30/06/2026

GENERAL MANAGER

Andrea Ciulli