Intrauma S.p.A.

Policy ESG

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1. INTRODUCTION

Intrauma S.p.A. recognises its responsibility towards the environment, society and its stakeholders. That is why it has adopted an ESG (Environmental, Social & Governance) policy that reflects its commitment to a sustainable development model, integrating environmental, social and good governance principles into its business strategy, operational processes and relations with partners and employees. As a medical device manufacturer, Intrauma is committed to operating ethically, responsibly and transparently throughout the value chain.

2. PURPOSE

This document defines the ESG principles that guide Intrauma's activities, promoting a corporate culture based on sustainability, ethics, respect for people and quality. The company aims to reduce its environmental impact, enhance human resources and ensure the integrity of its practices, creating shared value for all stakeholders.

3. SCOPE OF APPLICATION

This policy applies to all the activities of Intrauma S.p.A. and is addressed to employees, collaborators, suppliers, customers and stakeholders who, on an ongoing basis, have relations with the company. The adoption of ESG principles is promoted throughout the value chain.

4. REFERENCES

This policy is guided by nationally and internationally recognised sustainability principles:

Sustainable Development Goals (SDGs) - Defined as part of the 2030 Agenda for Sustainable Development, signed in 2015 by 193 member states of the United Nations, the 17 SDGs - broken down into 169 specific targets - are a guide for governments, companies and citizens towards practical action for people, planet and prosperity.

Universal Declaration of Human Rights - Adopted by the United Nations General Assembly in 1948, this declaration recognises and protects the fundamental rights and freedoms of every human being.
Paris Agreement - Global Climate Change Treaty, approved in 2015 during the Paris Climate Conference (COP21). The agreement aims to keep global warming below 2 °C, aiming to limit it to 1.5 °C, by taking practical measures to counter the effects of climate change.

European Green Deal - This is the European Union's sustainable growth strategy, which integrates policies and instruments to combine well-being, environmental sustainability and economic development. The goal is to achieve climate neutrality and zero net greenhouse gas emissions by 2050.

UNI EN ISO 26000 Guide to Social Responsibility - This standard provides guidance on the principles, practices and behaviours related to the social responsibility of organisations. It includes guidance on the integration of social responsibility into corporate activities, stakeholder engagement and the communication of commitments and results.

5. PRINCIPLES AND COMMITMENTS

Intrauma makes the following sustainability commitments:

5.1 ENVIRONMENT

Intrauma is committed to reducing the environmental impact of its activities, contributing to the ecological transition and environmental protection, through actions inspired by international best practices and technological innovation.

Energy transition and sustainable mobility

The company is committed to energy sustainability, promoting fuel efficiency and low-impact mobility solutions. It pays particular attention to the use of renewable energy sources and the progressive electrification of mobility, with the aim of reducing climate-changing emissions and the use of non-renewable resources.

Waste management and responsible use of resources

Intrauma adopts a circular approach to resource management, geared towards minimising waste and valorising materials throughout their entire life cycle. The company's activities are inspired by environmental sustainability criteria, with a focus on recovery and recycling practices.

5.2 SOCIAL

Human capital and the relationship with the community are central elements of Intrauma's strategy. The company believes that human and professional growth is fundamental to organisational development.

Development of human resources

People are at the centre of company policies. Intrauma invests in continuous training, skills enhancement

and employee well-being, including through flexible working arrangements enabled by digitisation.

Health and safety

The company ensures full compliance with safety regulations and promotes a culture of prevention and risk awareness. The aim is to protect the health and physical integrity of workers at every stage of their professional activity.

Diversity, inclusion and equal opportunities

Intrauma is committed to creating a working environment that is fair, inclusive and respectful of diversity. It promotes gender equality and ensures equal opportunities for growth and leadership, counteracting all forms of discrimination.

Employee engagement

The company recognises the value of actively involving its employees, encouraging their participation in decision-making processes and promoting a collaborative and constructive climate.

Relationship with the community

Intrauma works with schools, training institutions and universities to facilitate young people's entry into the world of work through internship programmes, apprenticeships and training projects.

5.3 GOVERNANCE

Intrauma's governance is based on principles of integrity, transparency and accountability, in line with current regulations and international best practices.

Regulatory compliance

Intrauma ensures compliance with laws, regulations and industry standards through constant monitoring, regular audits and specific staff training. Any violations are handled promptly and transparently.

Transparency and communication

The company fosters an ongoing dialogue with all stakeholders, providing clear and accessible information and promoting the active involvement of all stakeholders.

Ethics and integrity

Through its Code of Ethics, Intrauma promotes a corporate culture of fairness, equity and respect. Employees are encouraged to report misconduct in a safe environment protected from retaliation.

Anti-corruption and legality

The company has implemented internal controls to prevent corporate offences, particularly those related to corruption. All staff are trained in the principles of legality and integrity.

Managing conflicts of interest

Intrauma identifies and transparently manages possible conflicts of interest, ensuring that decisions are always oriented towards the good of the organisation and not influenced by external interests.

6. DISSEMINATION AND UPDATING

Intrauma undertakes to disseminate this policy as widely as possible, also making it accessible through its website. All those working on behalf of the company are expected to contribute to the achievement of ESG goals and to promote a culture of responsibility and sustainability.

The document is subject to periodic review, at least once a year, by the Board of Directors to ensure its adequacy with respect to regulatory developments, the operating context and corporate strategies.