

# Quality, Occupational Health and Safety and Environment Policy

**Free2move eSolutions** is a joint venture between Stellantis and NHOA, whose core business is the design, production and supply of products and services for e-mobility around the world.

Thanks to its innovative, pioneering spirit, the Organisation intends to guide the transition towards new forms of sustainable mobility, with a series of offers entirely dedicated to electric mobility that complete the range presented by Free2move.

In addition to a highly engaged and creative leadership team, supported by the Stellantis Group partners, a team of young talents with great skills and specific knowledge also make up the driving force behind the innovation, making Free2move eSolutions a company able to design, develop, produce, distribute and market simple yet innovative mobility solutions worldwide, helping to reduce CO2 emissions.

Corporate verticalisation with a focus on continuous technological innovation, on radical digitalisation and on the pioneering approach to development, production and supply activities aims to simplify the transition to the mobility of the future.

In light of its Mission and Vision, the Organisation has therefore considered it essential to implement a Quality, Occupational Health and Safety and Environmental Integrated Management System in compliance with the EN ISO 9001:2015, EN ISO 14001:2015 and EN ISO 45001:2018 standards. A "Total Quality Management" approach ensuring that the solutions offered in terms of products and services fully satisfy the three cornerstones on which it is focused, namely:

- Protecting the environment
- Protecting and valuing people (understood as employees and those working on a freelance or consulting basis)
- Customer satisfaction

In order for these three cornerstones to remain steadfast, the Management therefore sees the Integrated Management System and its principles as a veritable "business life model" on which to base process management to achieve the Sustainability.

The Company Management therefore puts its commitment to Total Quality Management into practice, making sufficient human, instrumental and economic resources available in order to pursue the goals of improving quality, occupational health and safety and environmental protection, as an integral part of its business and as a strategic commitment in terms of the company's more general aims, in line with the results of the Risk and Opportunity Assessment and with the identified risk acceptability criteria.

In order for these goals to be achieved, the Management undertakes to ensure its Quality, Occupational Health and Safety and Environmental Integrated Management System (QHSE IMS), an integral part of its work organisation, thanks also to the appropriate involvement of its employees and critical stakeholders, remains active and effective.

The Management undertakes to address the aspects relating to quality assurance, safety and the environment involving all existing company activities and planning for the future, as relevant aspects of its business. It also undertakes to organise the entire company structure, from the process owners, the employer, the health and safety manager, the company doctor, supervisors and emergency management personnel through to employees and casual workers in such a way as to ensure everyone is involved, in line with their own responsibilities and skills, in achieving the QHSE goals identified on the basis of the results of the risk and opportunity assessment process extended to the entire life cycle of the products and primary and support services concerning the Company.

The Company Management therefore undertakes to ensure that:

1. Respect for the LEGISLATION IN FORCE and in particular that relating to occupational health and safety, the environment, ethics and social responsibility and anti-corruption is considered a priority;
2. INFORMATION ON OHS RISKS AND SIGNIFICANT ENVIRONMENTAL IMPACTS in the company is shared with and disclosed to all workers;
3. Employee EDUCATION and TRAINING is carried out and updated with specific reference to the task performed and training needs, also those deriving from technological innovation, from the new frontiers of automation and electric mobility and from market demands in order to intercept new customer opportunities and needs on the fly;
4. Customer satisfaction is maximized through the necessary mindset and values of employees, processes to collect customers' expectations in order to reach or exceed them and relevant key performances indicators;
5. The participation and consultation of workers is guaranteed, and their full potential unlocked, also through their Safety Representative, regarding aspects of health and safety in the workplace;
6. All workers are made aware of the importance of the TASKS assigned to them and are trained and informed to carry them out in terms of their role in the company, of the risks about the health & safety and of the environment impacts caused by their activities and to best express their talent, and are consulted and involved in all activities related to the IMS;
7. The company structure, in line with its own responsibilities and skills, contributes towards ACHIEVING THE ASSIGNED IMPROVEMENT GOALS;
8. The design, development, production, distribution and worldwide marketing of simple and innovative mobility solutions that make a significant contribution to reducing CO2 emissions, including the management of substantial changes to which the Organisation may be subject, take place in such a way as to safeguard the HEALTH and SAFETY of workers, third parties, the public and the ENVIRONMENT in which the company operates, maximising the quality of the products and services provided;
9. NEEDS that emerge in the course of work activities relating to aspects of Quality, Health, Safety and the Environment are dealt with quickly and effectively;
10. COOPERATION between the various company resources as well as COLLABORATION with business organisations, with universities, local communities and authorities are promoted;
11. Priority is given to planning through the analysis of QHSE risks and opportunities and internal investigations to protect the health and safety of workers and the environment, so as to significantly REDUCE the probability of occurrence of INCIDENTS (ALSO ENVIRONMENTAL IN NATURE), INJURIES or other non-conformities;
12. The Policy, Goals and implementation of the IMS are periodically reviewed in order to ensure the continuous improvement of the company's QHSE performance.

Milan, 01/12/2023

**The Company Management**



**The Workers' Safety Representative**



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