

## *Company Policy for Quality, Health, Safety and Environment*

Antonio Zamperla S.p.A., a worldwide leader in the amusement market, has established itself over the years as a company with a strong sense of territorial belonging and a focus on respect for man as a person and as a worker, as well as the environment.

These values have been and still are essential to strengthening the trust of our customers, and distinguishing the company in its daily commitment and mission, which is to

***“Making people of every age happy all over the world by creating lasting memories, emotions and experiences.”***

In order to implement this mission with lasting and sustainable results, the management of Antonio Zamperla S.p.A. promotes its workers' protection of the health and safety through the use of a management and organization model, and a job safety management system, by providing organization, instrumental and economic resources.

### QUALITY CULTURE, ORIENTATION TO CONTINUOUS IMPROVEMENT, INNOVATION, WORK-RELATED HEALTH AND SAFETY

- Promote working in vertical and cross-functional Teams as a decisive tool and factor to challenge, address and manage the complexity of markets. Activating collaboration with business organizations and external entities, always seeking optimization and improvement of business processes and being ahead of the curve by anticipating market developments.
- Develop and maintain strong and constructive collaborative relationships with customers, suppliers, and all stakeholders, aiming to establish mutual benefits of satisfaction and loyalty, setting common goals for growth and improvement, and monitoring the achievement of expectations.
- Investing in technological innovation applied to our rides and reforming business models, to meet the challenges of the future by exploiting the company's historical know-how and pairing it with new technologies.
- Involvement, participation and co-responsibility of all stakeholders for the full sharing of company policy and objectives through information and training activities.
- Planning, control, monitoring and periodic review of the application of and compliance with this Policy to ensure the effectiveness of the Management System.
- Safeguarding employees and stakeholders' health and safety is a key duty and objective for the company, which achieves this by involving and holding all stakeholders accountable, and by selecting suppliers and contractors who are aligned and consistent with the principles of this policy.
- Ensure regulatory compliance and adherence to laws and, if possible, apply continuous improvement in its management and performance.
- Develop and implement an Occupational Health and Safety Management System certified according to ISO 45001 and work in accordance with the provisions of Art. 30 of Legislative



Decree 81/08 at its modifications and integrations, to support the prevention of accidents and illnesses by managing health risks.

- Improving safe behavior by educating, informing, and training staff according to their tasks, and working on safety culture

#### RESPONSIBILITY TO THE ENVIRONMENT

- Develop behaviors that aim to prevent pollution, reduce environmental impacts and the conscious usage of paper, electricity, fuel and water resources by monitoring their consumption.
- Develop behaviors for the preservation of natural resources throughout the life cycle of our products by choosing equipment, work tools and consumer goods with lower environmental impact for equal functionality.
- Develop choices aimed at technologies and materials that are more environmentally advanced and allow for less waste of energy resources during the production process and/or during the product life cycle

#### GOALS FOR THE THREE-YEAR PERIOD 2023-2026

In support of this policy and to maintain its competitiveness in the market, Antonio Zamperla S.p.A. has decided to commit to the following strategic goals:

- Promote innovation in its products through continuous research into new technological tools and systems, as well as innovation in its processes.
- Pursue continuous improvement of business processes, and thus of products and services, by analyzing and making visible key business flows and processes, interconnections, and strengths and weaknesses, through new control tools and an integrated management system. Working also on the introduction of new IT tools and procedures that will enable an improvement in quality-related activities and an extension of these principles to all business functions.
- Establish cross-functional business teams with different backgrounds that can perform research activities to seize business opportunities and identify market areas not considered so far.
- Develop services for amusement parks based on big data, with objective data collection that makes intervention actions on our rides more effective and in line with the value the customer expects from our products and services.
- Nurturing the motivation and professional growth of people at Zamperla in the various technological fields through the opportunities for experimentation, research and development inherent in our products and services.

Thanks to all of you, the ones who wish to provide input to achieve these ambitious goals together.

Altavilla Vicentina, December 22, 2022



Antonio Zamperla  
CEO & PRESIDENT

