



Integrated Health, Safety, Welfare and Environment Policy

— Our Mission

We are committed to strengthening our global leadership by combining out-of-home refreshment, coffee culture, automation excellence, elegant design and digital development with a unique human touch.

We are loyal and passionate people, devoted to quality, reliability, customer satisfaction and **sustainable development**.



EVOCA integrated Health, Safety, Welfare and Environment Policy

EVOCA S.p.A. is committed both to protecting the health and safety of its employees as well as in the development of company processes and activities.

Respect for the Environment is part of Evoca strategy, which undertakes the constant exploration of innovative solutions which aim to balance economic growth and sustainable development.

With this in mind, the company has dedicated adequate resources to implement and maintain a Management System compliant with the BS OHSAS 18001: 2007 standard and the UNI EN ISO 14001: 2015 standard, in order to eliminate or reduce the risks associated with the activity of the organization and to constantly improve the environmental performance of its products and processes.

To achieve these results, Evoca has initiated programs and defined objectives that aim to guarantee the continuous improvement of health and safety levels in the workplace and to reduce the environmental impact of its products and processes.

EVOCA integrated Health, Safety, Welfare and Environment Policy

EVOCA communicates its commitment so that the objectives, which are mandatory compliances for the organization, are shared and pursued. The organization's compliance obligations respond to the needs and demands of internal and external stakeholders who play an important role in the organization's processes.

They derive from both the requirements imposed by the legislation in force and internal directives, defined by the company through established procedures and practices:

- ❶ Full legislative compliance of the organization, in the Health and Safety and Environment area;
- ❶ The environmental sustainability of products and services;
- ❶ The achievement of health, safety and environmental performance, measured through appropriate indicators;
- ❶ The competence, awareness and responsibility of the people involved in the processes of the organization and the support in carrying out their tasks;
- ❶ The management and optimization of costs for the management of occupational and environmental health and safety aspects;
- ❶ Compliance and continuity of procurement of goods and services;
- ❶ Constant monitoring of workers' health and safety;
- ❶ Effective communication, for Health, Safety and Environment aspects towards all internal and external interested Parties, based on clear guidelines and guidelines that are understandable to all;
- ❶ The organizational well-being of the people who work within the organization;
- ❶ The image of the company, in the different contexts in which it operates.



Evoca joined Sedex in 2019.

Sedex operates one of the world's largest collaborative platforms for buyers and suppliers to store, share and report on ethical information about their business and identify risk in supply chains.

The platform is used by more than 50,000 members in over 150 countries to manage performance around labour rights, health & safety, the environment and business ethics.

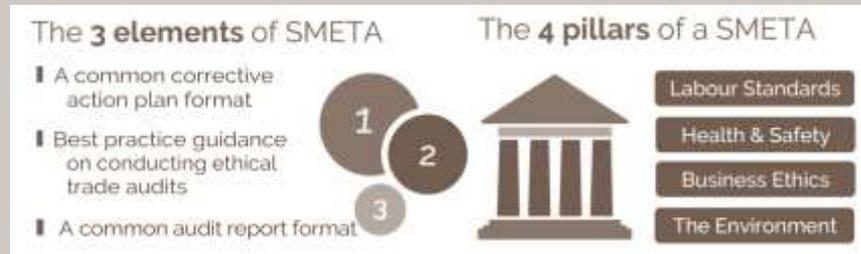
Sedex is not a standard setting body and doesn't approve or certify our policies and standards. Instead, being a member of Sedex is a sign of Evoca's willingness to share information and to use this information to help manage and improve ethical standards within the supply chain.'



Evoca has been audited, according to the Sedex Members Ethical Trade Audit (SMETA) methodology, by the external organization DNV GL. The audit had a positive result, no nonconformities were reported.

SMETA is one of the most widely used ethical audit formats in the world.

It is an audit methodology, providing a compilation of best practice ethical audit techniques. It is designed to help auditors conduct high quality audits that encompass all aspects of responsible business practice, covering Sedex's four pillars.



Safety and Health Management

There is a real commitment to spread the culture of safety.

The Group constantly implements policies that are designed to reduce employee-related risks, to improve performance and to make the working environment safer and healthier. Why? Because to do so enables Evoca Group to fulfill its mission: focusing on customers (through quality products), on people (with a safe and healthy working environment) and on the environment (with production processes that respect nature).

Our standards dictate the requirements of a Health and Safety management system at work. Starting from the organizational structure, it defines planning activities, responsibilities, practices, procedures, processes and resources.

Evoca Group aims to spread a culture of safety that, with the involvement of all staff in accident prevention, will protect our human resources and exert a positive influence on the business.

Evoca Group believes that adhering to the best Health and Safety practices within the business improves the psychological well-being of its workers, thereby raising professional standards.

**OHSAS
18001:2007**

Certified company

**BS OHSAS 18001
British Standard /
Occupational Health and
Safety Assessment Series.**

Evoca put in place policies, procedures and controls to achieve the best possible working conditions, aligned to internationally recognized best practice.

Safety and Health Management

EVOCA Spa participates to the Workplace Health Promotion Programme since 2017.

The company was rewarded in 2018 with the Global Center for Healthy Workplaces certification.

EVOCA's continuing success is dependent upon the well-being of its employees. For this reason, the company, which has always been committed to researching advanced products for the marketplace, new technologies and production management solutions, could not shirk its responsibility towards its community of workers.

This commitment has been rewarded with the achievement of a **certification by the Global Center for Healthy Workplaces (Ghwp)**, the international corporate that supports the promotion of health and well-being in the workplace, obtained at the **VI Global Healthy Workplace Awards and Summit in Bergamo**. The event was attended in 2018 by the most important international organizations and institutions in the world of Health and beyond: the **World Health Organization**, the **World Bank**, the **OECD**, **EU-OSHA** (European Agency for Health and Safety at Work), the **ENWHP European Network** and several international universities; all united in reward the best practices in respect of the promotion of health and well-being at work.



Welfare



PEOPLE CARE



Welfare web platform for Evoca employees.

- ① Mobility
- ① Scholarships
- ① Babysitting
- ① Home-care
- ① Time saving
- ① Training
- ① Entertainment



Environmental policy

Evoca Group believes that sustainable development is one of the greatest challenges the world is facing and it undertakes to balance economic interests and environmental protection. Concern for the environment is a commitment involving all of us personally and is the basis for all our activities. The respect for the environment constitutes an opportunity for economic and social development in a cleaner, greener world.

Evoca Group has been in the van for the environmental awareness for over 20 years. Many of our manufacturing plants have gained the **ISO 14001 environmental certification**. This urges us to further improve the results achieved and induces us to set ourselves more ambitious targets. Moreover, the Group produces and markets coffee machines maintaining a constructive philosophy, combining reliability and robustness with a reduced environmental impact during production, use and disposal of the product.

At Evoca sites worldwide, we employ sustainability specialists. This dedicated staff works to implement our programs and to ensure that our sites comply with, for example, ISO standards to manage environmental risks.

A circular logo with a red border. Inside the circle, the text "ISO 14001:2015" is written in a bold, red, sans-serif font. Below this, the text "Certified company" is written in a smaller, red, sans-serif font.

ISO
14001:2015

Certified company

Environmental policy

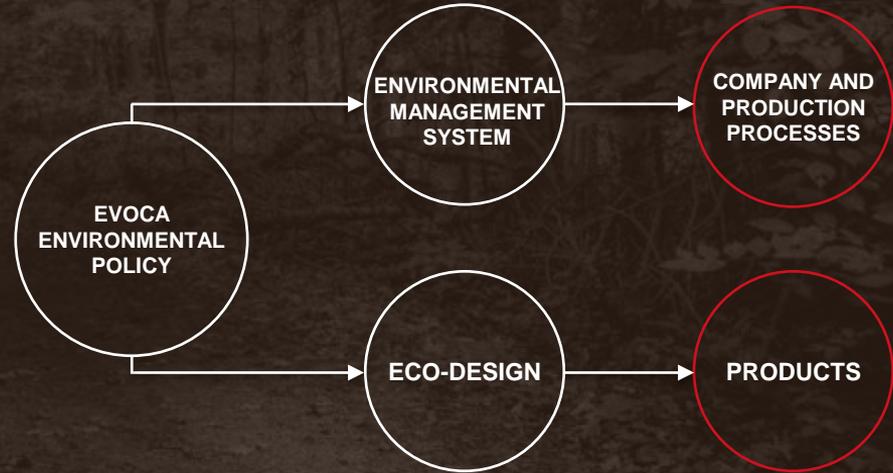
Evoca pays particular attention to the design, development and manufacture of its products to minimize their environmental impact:

Environmental Management

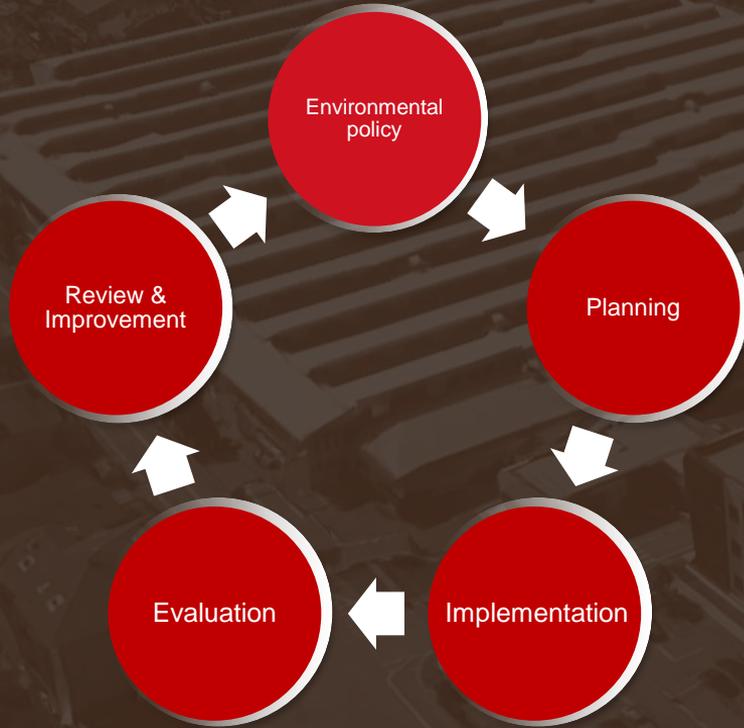
System for all production processes. Certification ISO 14001:2004 for Valbrembo, Mozzo, Mapello and Gaggio Montano production plants.

Eco design

Evoca takes into consideration the environmental impact of a product from the earliest stage of product design to improve the environmental performance throughout its **life-cycle**, from **cradle to grave**.



Environmental Management System



Data for Valbrembo, Mozzo and Mapello factories:



- 11%

Energy consumption 2018/2016
Tonne of oil equivalent / hour of standard production



- 8%

Water consumption
on assembly lines
2018/2016 / hour of standard production



Waste production - **3%** 2018/2016

80,7%

Waste recycling in 2018

Environmental Management System



Renovation of Valbrembo building to improve thermal insulation ► 50MW/h yearly energy saving estimation (2018)



Update of the company car park with electric cars (2019-2020)



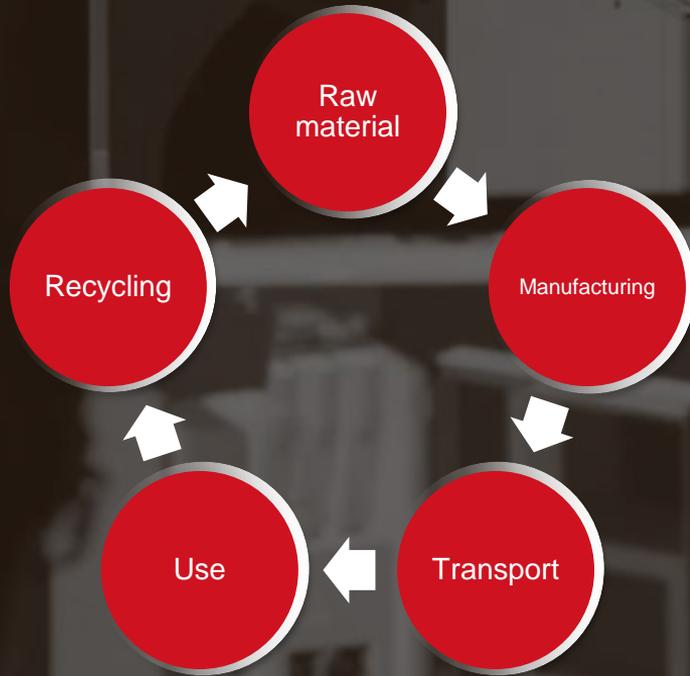
55kW photovoltaic system installed on the roof of Mapello factory covering 25% of the energy requirements (2018)



LED lighting system installed in Mapello factory covering 3000 square meters (2018)

ECO Design

Product development is driven by criteria identified by Life Cycle Design.



Examples of actions to improve the environmental performance of the product throughout its life-cycle, from cradle to grave:

- ❶ Use of **low impact materials**,
- ❷ Components delivered with **returning packaging** for selected large suppliers,
- ❸ Products designed for **disassembling**,
- ❹ Reduction of machines **weight and packaging**,
- ❺ **Energy efficiency** of machines (idle mode, led lighting, high efficiency compressor, foam insulation technology),
- ❻ Connectivity of machines and cloud solutions for **route optimization**.



EVOLCA

G R O U P

Improving Quality Of Life and Quality Of Your Drink.