

INTEGRATED POLICY

This document collects the ethical and social principles underlying the corporate policy of **Blink S.r.l.** and is aimed at employees, shareholders, customers, suppliers, external collaborators, business partners, and any other person who may act in the name and on behalf of **Blink S.r.l.** which have always been part of the corporate policy of **Blink S.r.l.**

An organization that takes care of the protection of the Environment, Quality, Safety in the workplace, respect for the person, legality, and has as its aim the continuous improvement of its performance in these areas can be competitive and flexible in a constantly evolving current market.

Blink S.r.l. carries out periodic checks to ascertain that the principles set out in this policy are effectively implemented and respected.

1. Quality Policy

The Management of **Blink S.r.l.** undertakes to make available the Economic, Human, and Infrastructural Resources necessary to ensure adequate management of the QUALITY Organizational System. In this task, the management is very clear that the success of its activities passes through the full satisfaction of the Customer, the Stakeholders, and its employees.

Blink S.r.l. therefore applies a Management System referred to the international standard **UNI EN ISO 9001:2015** (Quality Management System).

Blink S.r.l.

within its EA19 scope of work:

"Production, design of CAN bus keypads and electronic control units for special vehicles (mobile machinery), motorsport and marine application"

and for the headquarters of:

Via Montefeltro, 6 - 20156 Milan - Italy

undertakes to:

- Work to continuously improve the reliability and quality of its products.
- Work to continuously improve the satisfaction of its customers.
- Involve all staff and stakeholders through divulging the policy and keeping continuous channels of communication open to the outside world.
- Support ethical behaviors in carrying out its activities.
- Respect and maintain compliance with current national legislation, legal and other requirements.

2. Human Rights Policy and Social Policy

Blink S.r.l., in addition to compliance with the reference legislation to which it is subject in all the Countries in which it operates, is committed to identifying, mitigating and, where possible, preventing potential violations of human rights related to its activities. To this aim, **Blink S.r.l.** declares to:

- undertake to support the protection of human rights and fundamental freedoms according to the principles stated in the Universal Declaration of Human Rights of 1948 and in subsequent international conventions on human rights;
- recognize and respect the principles established by the fundamental conventions of the ILO "International Labour Organization" and specifically the right of the association through the free registration of workers in trade unions, the prohibition of forced and child labour through employment relationships exclusively related to C.c.n.l.
- not tolerate any form of discrimination in the workplace in terms of hiring, pay, overtime, access to training, promotion, termination of employment, or retirement based on race, ethnicity, caste, nationality of origin, religion, different ability, gender, sexual orientation, union membership, political affiliation, marital status, pregnancy, physical appearance, AIDS, or age, or any other applicable basis prohibited by applicable labour and workers' rights legislation.
- undertake not to practice corporal punishment and prohibit degrading treatment, abuse, coercion, and intimidation.
- undertake not to procure material in areas where there are armed conflicts, widespread violence, or other risks of harm to human rights.

Blink S.r.l. is committed to supporting the development of the communities where it operates, with the aim of contributing to the economic and social well-being of the area. The Company promotes charitable and solidarity initiatives and provides its contribution and support to projects for the redevelopment of the community's artistic and cultural heritage.

3. Commercial, Anti-Corruption, Anti-Bribery and Anti-Money Laundering Policy.

Blink S.r.l. undertakes to carry out and conduct its business with the utmost respect for ethical standards, ensuring integrity, transparency, and compliance with applicable laws. To this purpose, the Company declares its commitment to:

- not to practice subordination, corruption, extortion and contribute to the fight against such crimes and unfair practices;
- not to accept payments, gifts, discounts, advantages or promises and/or other utilities that may even be interpreted as exceeding normal commercial or courtesy practices and that may influence the independence of judgment or induce to ensure any advantage or treatment of favor;
- not to carry out transactions and/or operations that may compromise the principles of fair competition or that may constitute an attempt to influence business or decision-making processes;
- avoid conflicts of interest;
- not tolerate money laundering and the financing of terrorist activities;
- apply adequate due diligence that takes into account the risk associated with the counterpart before starting any business relationship and carefully monitor our supply chain and exercise "Know Your Counterpart" activities;
- adopt adequate systems and measures to ensure the integrity and safety of product shipments as well as to prevent theft, damage, and replacements;
- respect consumer rights by applying fair business, advertising, and marketing practices and by taking the necessary measures to ensure the safety and quality of its products;
- respect the principle of confidentiality and protection of personal data based on current legislation;
- implement and maintain an anonymous communication channel (Whistleblowing service) for employees and stakeholders to report illicit conducts or not compliant with the legislation and the code of conduct in force.

4. Environmental Policy

Blink S.r.l., aware that the commitment to environmental protection and sustainable development represents an important value of business ethics, undertakes to carry out its activities in full respect of the environment and in compliance with current legislation to have an effective emergency plan in case of harmful consequences for the environment deriving from its activity.

In addition, thanks to the platform developed by Dacke Industri for the ESG data reporting and in compliance with the CSRD European directive, the Organization is committed to measuring the annual CO₂ amount produced deriving from its direct and indirect activities and take actions intended to reduce their environmental impact.

From this perspective, the company takes on the commitment to process and dispose the waste produced as required by Law and use efficiently resources promoting a fair, transparent and sustainable business model.

5. Occupational Health, Safety and Hygiene Policy

Blink S.r.l. promotes the appropriate actions to guarantee the safety and health of its workers and people who interact with the Company, and to this purpose, undertakes to:

- comply with current legislation on health, safety and hygiene in the workplace;
- train and inform employees;
- prepare and maintain a system for identifying and controlling risks to the health and safety of workers;
- define and implement technical, organizational, and managerial interventions to prevent - where possible - and/or reduce the risks inherent to the health and safety of workers in the workplace;
- ensure and maintain the safety and well-being of employees, visitors, customers, and suppliers;
- provide the best conditions for employees to reduce any risk of biological contagion.

6. Security Policy

Blink S.r.l. undertakes to protect both its own and others' industrial property. In this regard, **Blink S.r.l.** has prepared special procedures to protect against theft, damage, or replacement of products within its premises and during shipments.

Blink S.r.l. has also informed its employees of the importance and duty of respecting the confidentiality and industrial property of the Company and its business partners.

7. Cybersecurity Policy

The Organization, aware of importance to maintain the integrity and operability of its computer equipment, is committed to adopting the most updated technical solutions to identify and manage the unauthorized accesses and digital attacks.

Also, it raises awareness the staff on this topic and promotes the use and protection of the access credentials and personal data of the stakeholders which interacts with.

Concerning the products, the company constantly checks the applicability of the requirements of sectorial norms and, as appropriate, implements the necessary measures to guarantee the cybersecurity.

The NUMERICAL results and the TARGETS achieved are available to employees, customers, interested parties, suppliers, or anyone who explicitly requests them as an element of transparency and professional commitment.

Milano, 04.12.2025

Blink S.r.l.
The legal representative

