



Policy for Environment, Health, and Workplace Safety

For 50 years, DAB has been a key player and innovator in the field of water movement and management technologies through the design, production, and commercialization of pumps, electric pumps, circulators, pump units, and submersible motors for domestic, residential, civil, commercial, and agricultural irrigation applications.

DAB provides reliable and efficient technological solutions to optimize energy consumption. Additionally, it offers a set of innovative tools to facilitate product selection and ensure concrete support for installation, use, and remote monitoring.

The DAB Group consists of its headquarters in Mestrino and the following production sites:

DAB Mestrino (Italy)

DAB Bientina (Italy)

DAB Nagykanizsa (Hungary)

DAB Castello di Godego (Italy)

DAB Val Liona (Italy)

DAB Qingdao (China).

In alignment with its corporate values and the DAB CODE OF CONDUCT, DAB recognizes as its strategic goal to develop technological solutions and services considering Workers' Health and Safety, respect for the Environment, and rationalization of resource and energy consumption as an integral part of all business activities, committing to sustainably increase the value of the Group, its solutions, and the awareness and sensitivity of its staff and stakeholders.

To achieve this objective, DAB has implemented and continuously updates its Environmental, Health, and Safety Management System in compliance with UNI EN ISO 14001 and UNI EN ISO 45001, following a risk-based thinking approach and a commitment to continuous improvement.

Specific objectives focus on:

- spreading and promoting a culture of environmental respect and health and safety protection among employees and stakeholders, extending beyond the workplace;
- operating in compliance with occupational health and safety principles by preventing risks, reducing exposure to hazards throughout the production process, ensuring safe, healthy, and ergonomic work environments, and promoting workers' physical and mental well-being;
- producing without compromising the planet's natural balance, pursuing increasingly sustainable product and process development along the entire life cycle, balancing growth with natural resource preservation and the reduction of pollutants and greenhouse gas emissions.

Recognizing the strategic importance of Environmental, Health, and Safety (EHS) aspects, DAB is committed to:

- understanding the organizational context and key stakeholders, defining their needs and expectations, assessing related risks and opportunities, identifying continuous improvement plans, and monitoring their development and outcomes;
- operating in full compliance with applicable laws, regulations, and voluntary commitments;
- integrating workplace safety and environmental impact management into the design phase of workplaces, equipment, and processes, involving all value chain participants,
- managing environmental and occupational health and safety emergencies effectively;
- promoting a corporate culture that minimizes environmental and health & safety impacts and risks through awareness, education, training, and active participation programs for employees;



- considering supplier commitment to health, safety, worker well-being, and environmental responsibility when selecting partners;
- preventing workplace injuries, occupational diseases, and environmental incidents by implementing monitoring programs to eliminate or reduce risks associated with work activities;
- prioritizing prevention over protection, aiming to eliminate risks where possible and, where not feasible, using collective protection measures over individual protective devices;
- regularly monitoring workers' exposure to risk factors, significant environmental impacts, energy resource usage, and ecosystem effects using a system of regularly updated indicators. This includes assessing the sustainability of substances and materials used to minimize human and environmental impact across the entire supply chain;
- reducing greenhouse gas emissions through direct and indirect actions to contribute to mitigating global warming and climate change;
- preserving water resources, both in quality and quantity, by optimizing processes, saving and reusing water where possible in all business activities, recovering rainwater, and promoting responsible behaviors;
- ensuring effective and efficient waste management throughout all production, collection, storage, and disposal phases, prioritizing reuse, recycling, and recovery whenever feasible;
- preventing air pollution through emissions monitoring and management;
- evaluating the environmental and worker health impact of chemicals used in processes and products across the entire value chain;
- encouraging smart working to enhance employees' work-life balance, productivity, and motivation while reducing absenteeism, travel time, costs, risks, and energy consumption related to mobility;
- communicating and sharing the management system performance and progress across all levels of the organization;
- periodically reviewing the Environmental, Health and Workplace Safety Policy, considering evolving circumstances and ensuring that employees and stakeholders understand its contents and actively commit to implementing it in their activities.

This Policy is communicated to all employees and internal collaborators through internal communication channels. It is also made available to external stakeholders on the corporate website.

DAB is committed to ensuring that this document is understood, shared, and implemented by all employees and collaborators.

Mestrino, 17/04/2026

Simone Donato
Group COO

Signed by:
Simone Donato
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