

## ENVIRONMENTAL POLICY

Ramco is specialized in the manufacture and distribution of internally threaded fasteners, locking features, and application of sealants to internally and externally threaded fasteners.

It is the policy of Ramco management to fully support and provide the necessary resources for continual implementation of the environmental management system according to standard ISO 14001:2015.

The objectives that Ramco Europe has set itself relating to the environment are:

- to monitor and, where possible, to reduce energy and water consumption;
- to implement pollution reduction policies, involving all company personnel;
- in the field of technological innovation, to direct purchases towards technologies that provide for the reduction of the quantities of dangerous substances and encourage their recovery;
- to ensure that every person who works in the company and who manages the environmental aspects understands their environmental responsibilities and takes them into account when carrying out their daily work;
- to maintain a clear and transparent level of communication with the outside regarding the environmental impacts produced by company activities;
- to guarantee the disclosure and the release of the contents of its Policy to company personnel, to suppliers and to all people acting on behalf of the company, to the public and to interested parties;
- to start actions to involve its suppliers in the correct management of the environmental aspects connected with their carried out activities.

Tyler Malson  
President  
Ramco Europe S.p.A  
15 Giugno, 2020

A handwritten signature in black ink, appearing to read 'Tyler Malson', is positioned below the typed name and title.