

SENTINEL GROUP CORPORATE POLICY

“OUR VALUES: TRUST”

Sentinel Group bases its operations on the **TRUST** values, which guide its identity and corporate behavior:



Devotion: constant commitment, reliability, and adherence to corporate principles, contributing seriously to the achievement of objectives and to the Company’s development.

Research: focus on scientific research and innovation, based on knowledge, data verification, and methodological rigor, to improve products, processes, and expertise.

Accuracy: precision, correctness, and traceability as essential requirements to ensure quality, reliable results, and error reduction.

Responsibility: awareness of the consequences of one’s actions and compliance with regulations, procedures, and ethics; individual and collective responsibility to protect the Company’s interests and reputation.

Health: health is a primary value, pursued through safe working environments, well-being, and respect for people’s dignity, while maintaining high standards of quality and safety.

Consistency between these declared values and actual behaviors is an essential condition for Sentinel Group’s credibility and for the sustainability of its development, fostering **Trust** among all stakeholders.

Sentinel Group’s objective is to meet stakeholders’ expectations by responding promptly, with quality and reliability, to their needs, in compliance with the values of Ethics, Quality, Environment, Health and Safety, Data Protection, and Information Security, operating in the healthcare sector of in vitro diagnostic medical devices.

We believe in sustainable global growth from a Social, Economic, and Environmental perspective, in the common interest of all relevant stakeholders.

Sentinel Group shares processes and activities managed across the companies belonging to the Group and pursues the following objectives:

- customer satisfaction;
- continuous improvement of products and services;
- continuous improvement of skills, organizational structure, procedures, information flows, tools, and technologies used;
- protection of health and safety in the workplace;
- promotion of people-centricity and their professional development path;

- management of internal and external communication with all stakeholders;
- periodic evaluation of policies, management systems, documents, and risks, verifying their consistency, adequacy, and effectiveness;
- development through improved performance in terms of market presence, research and development, turnover, and profits to be reinvested.

For Quality Management, Sentinel Group promotes, develops, and implements, in compliance with legal requirements and applicable regulations, the following activities:

- continuous monitoring of the adequacy level of customer satisfaction;
- improvement of the quality of company processes, with particular attention to benchmarking results of its own processes and products/services against those of competitors, in order to identify objectives for continuous improvement;
- maintenance of effectiveness and optimization of the Quality Management System (QMS), also through continuous improvement of work procedures, monitoring of non-conformities, and prevention through the implementation of effective corrective actions;
- a supplier management policy aimed at engagement, enhancement, achievement of international performance standards, and the identification of new reliable suppliers with high potential, who can act as partners in achieving common objectives;
- improvement of systems supporting product traceability, in order to ensure post-market surveillance activities;
- achievement and maintenance of a leadership position in its market sectors;
- research into innovative products and new areas for business development;
- risk management which, in addition to representing a corporate culture, is based on prevention and on the precautionary principle established as a fundamental principle by the EU; this is ensured through the application of international standards and national or regional regulations of the markets in which the Group operates, adopting all applicable measures according to the state of the art, in order to prevent risks associated with products from causing harm to patients, operators, and the environment;
- personnel management focused on motivation, awareness, sensitivity to quality-related topics, enhancement of human resources, professional development, and continuous search for new high-potential resources on the market;
- periodic review of its Policy to ensure its ongoing suitability.

For the Management of Occupational Health and Safety, Sentinel Group, aware of the extent and nature of the hazards and risks within its Organization, is committed—by allocating human, technical, and financial resources—to pursuing the objectives of improving workers' health and safety, as an integral part of its activities and as a strategic commitment aligned with the overall goals of the Company.

In compliance with national and supranational standards, regulations, and directives, the Group also undertakes to:

- eliminate hazards and risks related to Occupational Health and Safety (OHS);
- provide a safe and healthy working environment;
- develop, lead and promote a safety culture;
- protect workers from retaliation following reports of OHS-related events;
- ensure worker consultation and participation;
- support the establishment and operation of OHS committees;
- implement methodologies, procedures, measures and improvements to assess and prevent hazards and risks, aiming at zero workplace injuries, occupational diseases and related indicators.

In recognition of the fundamental importance of continuous awareness, training and updating of all employees, Sentinel Group promotes training and information activities, involving all employees and ensuring they are aware of their individual responsibilities and the importance of each action in achieving expected results, as well as their responsibilities in Occupational Health and Safety, fostering a culture of prevention.

For Environmental Management, Sentinel Group:

- contributes to environmental protection by limiting pollution in all its forms;
- strives to lead by example, with the aim of encouraging people and, in this context as well, playing a social role that is part of the Company's values. It also encourages its suppliers and partners to adopt initiatives for the improvement of environmental management;
- communicates its environmental policy, which starts with more efficient use of raw materials and optimization of equipment performance in order to reduce energy waste;
- uses and promotes systems based on renewable energy and energy-saving solutions, such as innovative lighting that reduces consumption and light pollution;
- supports the development of new products by applying Eco-Design principles to ensure they are conceived in a way that best prevents pollution.

The commitments undertaken by Sentinel Group within its environmental policy are to:

- support continuous improvement through the definition of an Improvement Objectives Plan;
- promote pollution prevention through objectives, preventive measures, and periodic monitoring, fostering sustainability actions;
- reduce resource consumption through the definition of specific targets;
- reduce waste generation through material optimization measures;
- manage operational activities through an Operational Control Plan;
- comply with legal requirements and compliance obligations through continuous implementation of applicable provisions;
- take into account stakeholders through periodic engagement with them.

For Personal Data Processing Management, Sentinel Group:

- adopts a GDPR/Privacy Management System in compliance with EU Regulation 2016/679, based on a procedure approved by the Board of Directors, in order to define the behavioural rules, operational instructions, security tools, and control and verification measures to be followed in the execution of all activities performed on behalf of the Company, ensuring the correct and secure processing of personal data relating to natural persons;
- ensures that the processing of personal data is always carried out in protection of data subjects and in compliance with their fundamental rights and freedoms, as well as their dignity, with particular reference to confidentiality, personal identity, and the right to data protection, regardless of nationality or residence.

For Information Security Management, Sentinel Group considers information security and cybersecurity a core value and a primary objective within its operations.

The Company's information assets to be protected consist of all information held at its premises and at the data centers managing corporate data. The lack of adequate security levels may result in:

- disruption of business activities;
- failure to meet customer expectations;
- economic, financial, and reputational damage to the Company;
- the risk of sanctions due to non-compliance with applicable regulations.

Sentinel Group's commitment to achieving its overall objectives aims to ensure the application of key international standards, optimizing corporate processes and tools to guarantee user satisfaction with respect to information quality.

This is achieved through the definition of an appropriate organizational structure establishing corporate roles and responsibilities for the development and effective maintenance of Information Security.

All personnel are required to contribute to the achievement of information security objectives. Their pursuit requires participation, commitment, and effective interaction between all human and technological resources.

Sentinel Group commits to implementing, maintaining, and periodically reviewing this Policy and its related objectives, ensuring it is communicated to all internal and external parties working for the Company and, more broadly, to stakeholders, while guaranteeing the necessary resources for the effective protection of information.

For Corporate Social Responsibility Management, Sentinel Group considers social responsibility a core value and a primary objective of its corporate management, aimed at achieving sustainable, ethical, and inclusive growth. The Policy reflects the commitment to operate in compliance with human rights, applicable regulations, and principles of sustainable development, promoting the well-being of employees, local communities, and the environment.

Sentinel Group has implemented a Social Responsibility Management System aimed at:

- complying with national laws, all other applicable legislation within its sector, and other requirements to which Sentinel Group adheres, as well as fulfilling the provisions contained in international official documents and their interpretations (ILO, UN, etc.);
- not resorting to or supporting child labour or forced or compulsory labour, and not employing young workers below the legal working age;
- respecting the right of all personnel to join representative organizations of their choice, and not interfering in any way with the formation, operation, or management of such workers' organizations or collective bargaining processes;
- ensuring equal opportunities for all workers, prohibiting any form of discrimination, and not tolerating corporal punishment, mental or physical coercion, or verbal abuse towards personnel;
- complying with applicable laws and industry standards regarding labour rights;
- ensuring continuous monitoring and improvement of its Management System;
- periodically reviewing system effectiveness and implementing corrective actions where necessary, with a view to continuous improvement;
- ensuring adequate training for all personnel;
- maintaining an active Social Performance Team (SPT) including a balanced representation of workers and management;
- selecting and evaluating suppliers also based on their ability to meet applicable requirements.

Sentinel Group:

- operates according to principles of Ethics and Integrity, promoting a corporate culture based on mutual respect, fairness, and legality;
- respects and promotes human and labour rights in accordance with the Universal Declaration of Human Rights and ILO conventions, ensuring safe, inclusive, and discrimination- and harassment-free workplaces;
- in Community Relations, supports local initiatives promoting culture, education, solidarity, and social innovation;
- prioritizes suppliers and partners who share its sustainability values;
- promotes responsible sourcing practices throughout the entire value chain.

For Gender Equality Management, Sentinel Group considers gender equality a core value and a primary objective within its corporate management. The Company maintains an up-to-date Gender Equality Management System (GEMS – Gender Equality Management System), based on UNI/PdR 125, which aims to:

- enhance and protect diversity and equal opportunities in the workplace by defining an action plan for its implementation;
- establish a management model that ensures the long-term maintenance of the defined and implemented requirements;
- measure progress through the development of specific KPIs;
- maintain and verify planned actions;
- comply with all applicable laws, relevant industry standards, and other requirements to which Sentinel Group adheres;
- periodically review system effectiveness and implement corrective actions where necessary, with a view to continuous improvement;
- ensure adequate training for all personnel;
- maintain an active Steering Committee with balanced representation;
- enable communication channels for complaints or reports related to gender equality.

Our Group Policy, integrated for Ethics, Quality, Environment, Occupational Health and Safety, Data Protection, Information Security, Corporate Social Responsibility, and Gender Equality, reflects the commitment to:

- protect people's health;
- satisfy stakeholders;
- ensure sustainable growth.

Sentinel Group publishes this **SGCP** document on its websites.