

QUALITY POLICY

The Customer's satisfaction, the continuous search for cost competitiveness and a profit which makes the necessary investments for the expansion of our company sustainable and which ensures an acceptable return for our shareholders are the main and priority objectives for our Company's success.

In order to reach them effectively, we pursue the following strategies:

- Partnership with the Customer with the aim to pursue the continuous improvement of the services offered.
- Product quality, with the aim of zero faults.
- Just in time deliveries.
- Continuous search for innovative and competitive solutions.
- Continuous improvement of company processes.
- Resources' growth and motivation with the aim to get efficiency and competitiveness in the performed activities.
- Effective application of the concept of "Internal Customer".
- Cooperation and support to our suppliers' growth.
- Company management system based on the ISO 9001: 2015 and IATF 16949:2016 standards.
- Standardization of the company management system in all the group's premises.
- Definition, comprehension and check of the supplied products' compliance with the Customer's requirements and the existing laws.
- Assessment and minimization of the potential risks linked to any productive process and solutions of the possible problems which could potentially generate non-compliances of the products and services offered.
- Focus on Customer satisfaction growth.
- Promotion of the "Cultural Quality" through:

- the continuous communication about the importance of the compliance of all production processes and all activities performed in the sites with the quality management system requirements.
- the active involvement of all staff in the continuous improvement of the processes and of all the activities performed in the sites in order to increase the effectiveness of the quality management system.
- the support to technical leadership activities of “process owners”, by defining the related application and validity areas.
- the systematic check of the achievement of the expected results by the quality management system.

POLICY FOR SAFETY, ENVIRONMENT AND SUSTAINABILITY

The Management believes that our staff's health and safety are part of the company assets and represent values to be safeguarded at any cost and in any site, as well as the protection of the environment in which it operates.

All staff are required by the Management to operate so that all the company activities are performed as not to put at risk their own and their colleagues' safety.

To achieve this aim, the Management establishes that any performed or intended process inside the company must always be matched with a specific activity for related risk prevention, aimed at the staff's health and safety in the company and at the environment protection, in compliance with existing requirements.

Equally, the Management urges the responsible staff to develop environmentally friendly processes and products as to contribute to a healthy and "sustainable" environment, not only inside the company, but also outside it.

It goes without saying that, in absence of guidelines valid for all production activities in the world aimed at minimizing the environmental impact of industrial processes and raw materials used, and which equally maximize the recyclability of the consumption goods produced, it will not be possible to support productive activities and the wealth created without irreversibly exploiting the resources of our planet and thus generating climate change and environmental pollution, which could put at risk the mankind's well-being and survival.

To pursue these principles effectively, the following strategies need to be applied:

- Preliminary risk assessment of each new activities to be performed, with particular reference to staff health and safety

as well as to environment protection, where it is foreseen to be performed.

- Design of any machinery or plant or equipment using the best technologies available in strict compliance with the existing laws on injuries prevention, staff safety and environmental protection.
- Realization of on-purpose training courses for all staff involved in the use of machinery, plants and equipment to start or to modify, to acknowledge them about their functioning, safety devices and their use and maintenance rules.
- Keeping of machinery, plants or equipment and performance of any working activity in full compliance with the existing requirements as for injury prevention, staff safety and environment protection.
- Minimization of any risk for health, safety and environment through the continuous check of the possible existence of new technologies which could improve the activities performed by the Company and implementation of all those preventive actions aimed at an improved use of machinery, plants and equipment in the company's premises.
- Periodical examination of accidents, injuries and risk situations occurred in a specified period in order to check the effectiveness of the corrective actions previously implemented and the possible need for further actions to develop in order to reach the aim of zero accidents and to work fully respecting the environment.
- Involvement and awareness raising activities for all staff in the promotion and application of this policy through specific training and updating activities in the field of safety and environment.
- Preventive analysis of the raw materials to be used to produce a certain component, choosing those with a lower environmental impact and which can later be turned into recycled products at the end of their life.

- Process development which minimizes both energy absorption and emissions of any kind.
- Development of products which could be recycled at the end of their useful life and thus reused as raw materials for the production of other components for any other use.
- Re-use of the energy dissipated by the production processes for the production of new energy to be used for premises' heating or for the functioning of the company production, trying to produce the missing energy through renewable energies.



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