



POLICY

The Top Management, considering the context in which the Company operates and its economic, environmental and social impacts, guided by the principles expressed in the Marposs Group Code of Ethics, establishes and promotes the following objectives and related actions:

- compliance with applicable laws and obligations;
- monitoring the alignment of processes to company procedures that must be understood by all members of the Company as tools to work more effectively in order to increase productivity and effectiveness by reducing internal costs;
- identification of risks by monitoring and measuring the effectiveness of the actions of treatments undertaken in order to work on prevention, thus addressing numerous critical issues with the aim of identifying paths of constant improvement and possible new opportunities to be seized;
- assessing the general context of our Company to define who is affected by our work and what Customers expect from us in order to clearly delineate our objectives, to best meet Customers' needs and to identify new business opportunities;
- prioritising our customers by ensuring that we always respond to their needs, helping us to strengthen relationships with existing customers and gaining new contacts;
- adhering to the Environmental Policy of the group leader and achieving the objectives set out herein;
- collaborating and actively involving our supply chain as set out in the Responsible Purchasing Policy;
- operating in a manner that respects and promotes human rights and working conditions as set out in the Human Rights and Working Conditions Policy;
- develop staff awareness and knowledge on product quality, environmental, health and safety aspects;
- ensure staff training on product quality, environmental, health and worker safety aspects, with specific reference to work procedures for the correct performance of activities.

Top Management is resolute in its commitment to the continuous improvement of products and services by obtaining valuable information through customer feedback, relations with Distributors and customer proximity, always bearing in mind that the cultural approach and training of personnel and the Company are key factors for success.

Top Management undertakes to share the guidelines and objectives contained in this policy among all the people in the organisation, its suppliers, subcontractors and business partners, as well as with any other person, wherever they may be, who acts, in any capacity, in the name of and/or on behalf of the company.

The document is circulated to all employees and stakeholders in order to ensure adherence to and awareness of the company policy.

A sincere wish of good work to all

Calvignasco, 20/09/2024

Giuseppe Sceusi