

Officine Stefanuto S.r.l. is committed to conducting its business ethically and in accordance with all legal provisions and other regulations applicable to corporate responsibility, in line with the international standard SA8000, and always ensuring that the following principles are respected:

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| Child labour: children under the age of 16 will never be employed, nor is the use of child labour permitted. |
| Forced labour: people will never be employed against their will nor will any person be employed under threat of punishment or by asking for payment of a cash deposit. |
| Health and safety: a safe, healthy working environment is guaranteed. Workers will not be exposed to situations that are risky or harmful to their health. All appropriate measures will be taken to prevent accidents and damage and to minimise dangerous situations where possible. A health and safety officer will be appointed and staff training will be provided. |
| Environment: Ensuring an environmentally soundly managed workplace and demonstrating a precautionary approach to sustainability. Work activities are conducted in full compliance with applicable environmental protection laws, assessing their environmental impact and implementing strategies to minimize the negative effects of work activities on the environment, in terms of energy, emissions, water, resource efficiency, biodiversity, and waste. |
| Freedom of association and right to collective bargaining: staff have the right to form and join trade unions, and to collective bargaining. Forms of free, independent association and bargaining will be facilitated in cases in which these rights are limited by law. Staff representatives will not be subject to any form of discrimination or limitation when communicating with their members. |
| Discrimination: any form of discrimination against any individual within the company is prohibited, as is any form of interference in the exercise of individual rights to follow principles, practices or to satisfy needs relating to their personal status or beliefs. No form of sexual coercion, threatening, offensive or exploitative behaviour will be tolerated. |
| Disciplinary procedures: no form of corporal punishment, psychological coercion, physical or verbal abuse is permitted nor encouraged. |
| Hours of work: the working week will not exceed 48 hours. Even if overtime is worked, the extra hours will reflect the contents of the labour agreements and other agreements with trade unions. Each worker is guaranteed at least 1 day off each week. Overtime will only be used in the short-term. |
| Pay: all the legal and contractual provisions on workers' pay will be respected, including the need for adequate methods of communication and transparency about pay, with the aim of ensuring that the worker and his/her family can maintain a satisfactory standard of living. |

Officine Stefanuto S.r.l., in adopting and implementing a Quality Management System according to the **UNI EN ISO 9001, UNI EN ISO 3834, AQAP 2110, UNI EN 1090, EN 15085-2** standards, is committed to the following strategies, after considering the business context, field of application, and the requirements of customers and other interested parties:

- To be a leader in its market, by offering high quality products with fast delivery times;
- To supply customised, reliable, functional products based on the requirements of the markets in the Civil, Industrial, Railway and Logistics divisions;
- To boost profitability by digitalising and streamlining its processes;
- To reduce the cost of waste, through careful management of resources.

In line with these strategies, **Officine Stefanuto S.r.l.** is committed to pursuing the following objectives:

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| Focus on the customer and stakeholders |
| <ul style="list-style-type: none"> ○ Understanding customers' needs and planning activities to maximise customer satisfaction, meeting all requests and requirements in accordance with the business context and field of application, to increase customer loyalty; ○ Supplying products and services that conform to legal and regulatory requirements, the technical specifications and other agreements made at the time of acceptance of the order, even if not expressly requested, as our staff at all levels are committed to addressing non-conformities at all times; ○ Offering targeted, effective solutions at competitive prices with short turnaround times, by reducing lead times and personalising the product requested by the customer. ○ Avoid using products linked to armed conflict or human rights violations. No raw materials or supplies must originate from any conflict zone, and the components included in the electronics supplied must be subject to a documented responsible supply chain. The components included cannot contain minerals defined as conflict minerals (tantalum, tin, tungsten, and gold) or their derivatives, unless they are sourced from recognized and responsible certification schemes. |
| Process-based approach |

- **Activities are managed through a process-based approach.** Each phase of the process is planned, checked and constantly improved to keep the system running efficiently;
- **Increasing profitability** by improving the efficiency of the system;
- **Using adequate resources** in order to reach the expected objectives and results.

Leadership

- **Providing the necessary economic, technical, personal and professional resources** to ensure that the company's policy is understood, implemented and supported at every level of the organisation; to improve production planning, to implement and maintain a Management Control system that supports us in reaching these objectives;
- **Guaranteeing the correct management of the System**, to ensure that all activities that contribute to our company's success are adequately controlled.

Assessment of risks and opportunities

- **Guaranteeing stable employment and expansion of the market**, by assessing risks and opportunities and deciding on actions that are suited to the context and field of application.

Staff and stakeholder engagement

- **Increasing job satisfaction and offering staff the opportunity to develop professionally**, by offering ongoing training and involving them in key added-value activities;
- **Improving the general health and safety conditions** in the workplace;
- **Raising staff awareness and providing training** on the safety issues facing the company, and on the importance of individual contributions to health and safety;
- **Respecting the legal and regulatory requirements on safety and environment**, to reduce the risks for workers.
- **Manage whistleblowing reports** in such a way as to avoid any form of retaliation, discrimination, or sanctions against those who report them, while guaranteeing the anonymity of the whistleblower and the confidentiality of the reported facts, without prejudice to legal obligations and the protection of the rights of Officine Stefanuto S.r.l.

Improvement

- **Systematically monitoring the trends in performance indicators** provided in company reports, and reviewing the Management System at least once a year to ensure that it remains appropriate, adequate and effective;
- **Evaluating the possibility of setting new indicators and/or new objectives** plus the resources needed to achieve them;
- **Highlighting any deficiencies or undesirable trends**, identifying the causes and taking appropriate corrective action with a view to Continuous Improvement, providing the appropriate resources and defining the responsibilities and times for implementation.

*The Chairman
Paolo Stefanuto*