

## Annex - MEVIS CORPORATE POLICY - EN

Mevis' Quality, Safety and Environment Policy is based on four "supporting frames":

### Continuous Improvement

Mevis applies the "Company Wide Quality Control" as an approach to continual improvement in the belief that the pursuit of the "Total Quality" should be endorsed by all business processes. In particular Mevis pursues the involvement of all employees in the entire cycle of continuous improvement through a system of management by targets extended to each department / office.

The Executive Board has decided to develop with continuous action:

- a Quality system that conforms to the requisites of Standard IATF 16949 (or any other standards requested by the customer);
- an environmental and safety management system coherent to the relevant regulations (UNI EN ISO 14001, UNI ISO 45001 and to the "Lavoro Sicuro" (Safe Work) Guidelines or equivalent if available in different national contexts)
- an information security approach that complies with the most popular "best practices" on the market (ISO 27002) and reference standards. Mevis protects and pays particular attention to personal information and copyright through appropriate technical and organizational methods

with the scope to increase and maintain the company's competitiveness both through the continuous improvement of products, services, processes, image and through the continuous improvement of its performance for the environment and the safety of its employees protecting, as appropriate, the corporate and customer information assets. Fisk-based Thinking is the reference point for the company's management activity

### Customer/stakeholders and other interested parties satisfaction

Mevis wants to create partnership relationships with its customers and true collaboration with internal and external interested parties: in this perspective the 'Customer and interested parties satisfaction' factor should be considered essential for the company's strategy.

### Attention to the environment and to the person

The company has always been attentive and committed to the protection of the territory and of its employees.

This environmental commitment is reflected by the purchase and rational, knowledgeable and sustainable use of raw materials and resources, as well as efficient waste management and the prevention of pollution, using the best technology available in each instance.

The attention to the person is promoted not only in the search for safe working conditions, but also in the development of shared values.

### Beware of Information Security

Mevis undertakes to respect and enforce for the managed information assets:

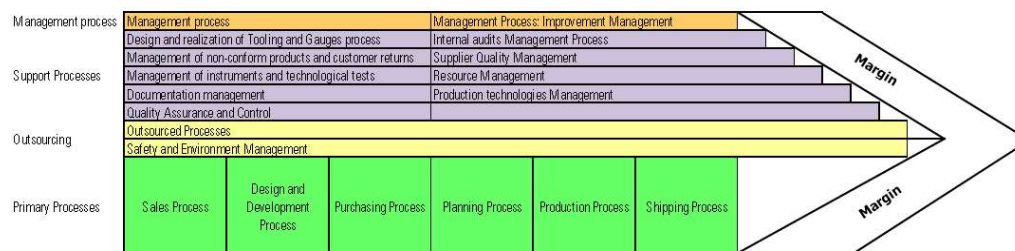
- Confidentiality by ensuring that information is not made available or disclosed to unauthorized individuals, entities or processes.
- Integrity by ensuring the accuracy and completeness of assets understood as any information or good to which the organization attaches a value.
- Availability by defining how to access and use the information needed to carry out activities.

For this reason, Mevis identifies the following factors as essential to its success:

- product quality and customer service;
- price competitiveness;

- constant search for innovative solutions to achieve significantly higher quality at competitive costs, in required time and with the minor impact on the environment;
- strong involvement, motivation and expertise of its collaborators through a continuous action for information, education, training and awareness;
- confidentiality and information handling
- attention to the environment, working conditions and the company's social role.

This approach is expressed in the "value chain" model in which each process is defined and managed in relation to its contribution to the company's position.



In particular:

- the Top Management is personally involved in ensuring continuity and effectiveness of the Integrated Management System also through the provision of the necessary resources;
- the relevant functions have the responsibility to plan and carry out their activities in compliance with this document;
- all employees are aware and involved in the Quality, Safety and Environment Policy;
- the Quality, Safety and Environment policy, Information Safety is made public in the company website as an element of transparency towards stakeholders/ interested parties.

Mevis, therefore, bases its activities on the following principles:

### Principles for Quality Management

- respect for customer requirements, including any that may be voluntary or mandatory, as well as a capacity for organizational integration;
- direct involvement of each employee in the company's continuous improvement;
- strong integration and control in company processes (in the "supplier - customer" approach);
- maintaining the necessary flexibility and organizational effectiveness (to avoid needless bureaucracy).
- attention to product safety by understanding its functionality and maintaining control as part of its activities (from training - involving staff responsible for the product design - and the manufacturing of the product itself) and the supply chain (involvement and development of suppliers).

### Principles for Health and Safety Management

- compliance to applicable law prescriptions on safety;
- consultation with workers, also through the workers' safety representatives;
- maintenance of effective emergency management procedures and training of related employees;

- design / purchase of machines, plants, equipment and definition of the workplaces; operating methods and organizational aspects in order to safeguard the health of workers, third parties and of the community in which the company operates;
- search for conditions favoring the welfare and health of its employees.

### Principles for Environment Management

- respect for legislative requirements and existing regulations regarding the environment and compliance commitments undertaken with stakeholders;
- compliance to applicable law prescriptions and regulations on safety
- keeping under control the significant environmental aspects (such as the use of materials, electric energy, water and the production of waste) and related impacts (such as GreenHouseGases) with a constant attention to the pollution prevention;
- application of the best technologies available.

### Principles and Objectives for Information Security Management

- Compliance with applicable laws and regulations and / or contractual safety regulations
- drafting plans for the continuity of the business, and that such plans are kept as up-to-date and controlled as possible;
- adequate staff training on information security
- Identification and management of all information security breaches and possible weaknesses,

### Principles for Ethics Management

- respect for and promotion of human rights universally recognized as part of its activities and relationships;
- sharing of company values;
- elimination of all forms of discrimination regarding employment and occupation pursuant to the company Code of Conduct
- business management avoiding corruption and fraudulent phenomena;
- procurement of raw materials favoring suppliers who guarantee their origin (eg. Conflict Minerals Free);
- recognition of the principles of the ILO (International Labor Organization) especially with regard to child labor, discrimination in employment and profession and equal remuneration;
- recognition of the Sustainable Development Goals promoted by the United Nations.

### Principi di gestione della Supply Chain

- Involvement of our suppliers to promote corporate principles;
- Organizational development and integration to ensure the best Supply Chain performances.

Prendono atto della Politica del Gruppo Mevis e si impegnano ad attenersi a quanto descritto nel presente Manuale

Sales & marketing manager		Product development manager	
Purchasing manager		Technologies manager	
Technologies manager (heavy presses)		Quality manager	
Operations manager		Maintenance manager	
Finance & controlling manager		Energy & facility manager	
Information technology manager		Human resources manager	
Health, safety environment manager		MEVI 1 Plant manager	
MESK 1 Plant manager		MECY 1 Plant manager	
EMEC 1 Plant manager		EMEC 2 Plant manager	
MEVI 1 Tool shop manager		EMEC 3 Tool shop manager	

Executive Director  
Visentin Federico

