

The Policy of the Mevis Group is based on four “cornerstones”:

Continued improvement

Mevis applies “*Company Wide Quality Control*” as part of its approach to continued improvement, with the firm belief that the pursuit of “Total Quality” must be incorporated into all company processes. Specifically, Mevis pursues the involvement of all company collaborators in the cycle of continued improvement through a target-based management system that is extended to everyone.

Company Management has decided to implement continued actions to develop the following:

- a Quality System compliant with the requirements of UNI EN ISO 9001 and IATF 16949 regulations, integrated with other standards required by the Customer when necessary;
- Systems for Environmental Management and Health and Safety in the Workplace consistent with UNI EN ISO 14001 and UNI ISO 45001 regulations and with the “Safe Working” guidelines or equivalent, if available in different national contexts;
- an Information Security Management System compliant with the Tisax standard, to the most widespread “best practices” in the marketplace and to the legislation of reference, taking care to protect, with particular attention, personal and business information - own and of interested parties - including copyright, using suitable technical and organisational methods;

Mevis aims to boost and also maintain business competitiveness, both through continued improvement of products, services, processes and its own image, both through the continued improvement of its performance for the environment and for the security of its own collaborators, protecting the company’s information assets and those of its customers at the same time and in a suitable manner.

Risk-based Thinking refers to all company management activities.

Satisfaction of customers and interested parties

Mevis aims to create partnership relationships with its Customers and real collaboration with the internal and external parties concerned: from this viewpoint, the factor “Customer Satisfaction and that of all parties concerned”, is an essential aspect of the Company’s strategy.

Corporate Social Responsibility

The Company has always been attentive and committed to safeguarding and protecting the area and its own collaborators.

This commitment to the environment is established in the purchase and rational, conscious and sustainable use of raw materials and resources, in the efficient management of waste and the prevention of pollution, implementing the best technology according to case.

Attention to people is promoted not only in the pursuit of safe working conditions, but also in the development of shared values.

Information Security

For the information assets managed, Mevis undertakes to respect and to ensure respect for:

- confidentiality, guaranteeing that the information is not made available or communicated to unauthorised individuals, bodies or processes;
- integrity, ensuring the safeguarding of the accuracy and completeness of assets, understood as any information or property to which the organisation attributes a value;

- availability, guaranteeing access to information and assets associated with authorised subjects who need same for the performance of the activities with which they have been entrusted.

These aims are applied according to the “*need to know*” and “*least privilege*” principles, by which information is disclosed and made available, with access according to position and pertaining to the working activities performed, limited to the information necessary for the performance of same.

Mevis considers the following factors as essential for its success:

- quality of the product and service provided to the customer;
- competitiveness in terms of price;
- constant research into cutting-edge solutions that allow high quality levels to be achieved at competitive prices, within the time requested and with the least possible impact on the environment;
- high level of involvement, motivation and expertise from its collaborators, through continued information, training and awareness raising within the different spheres;
- confidentiality and correct management of the different types of information;
- attention to the environment, working conditions and social role of the company;
- measurement and assessment of integrated management system performance.

This approach is summed up in the “value chain” model, where each process is defined and managed according to the contribution of the company position.



Specifically:

- the Management is involved, in first person, in ensuring continuity and effectiveness to the Integrated Management System guaranteeing the availability of the necessary resources;
- the different functions are responsible for planning and implementing their activities in compliance with this Group Policy;
- all collaborators shall be made aware of and involved in the Group Policy;
- the Group Policy is made public on the company website as an element of transparency towards the parties concerned.

Mevis therefore bases its actions on compliance with the following principles:

Quality Management Principles

- compliance with the customer and other binding requirements and any requirements accepted voluntarily,
- direct involvement of each company collaborator in continued improvement processes;
- high levels of integration and control in corporate processes (in a “supplier-customer” logic);
- capability for organisational integration, maintaining the necessary flexibility and effectiveness of activities and processes;

- attention to product safety through understanding of its functions, keeping both internal design and implementation activities under control (involvement of all staff) and the managed external actions of the *Supply Chain* (supplier involvement and development).

Principles for the Management of Health and Safety in the Workplace

- compliance with current legal requirements in terms of safety;
- employee consulting, also through workers' safety representatives;
- maintenance of effective processes for the management of emergencies and training of the relevant officers;
- design and purchase of machines, systems, equipment and definition of workplaces, working methods and organisational aspects to safeguard the health of workers, third parties and the members of the community in which the company operates;
- promotion of initiatives and conventions that promote the health and well-being of its collaborators.

Principles to Manage the Environment and Energy

- compliance with the laws and current regulations pertaining to the environment and conformity obligations undertaken with the parties concerned;
- keeping significant environmental issues under control (such as the use of raw materials, electrical energy and water, and the creation of waste) and the relevant impact (such as *Greenhouse gases*) with constant focus on the prevention of air, soil and water pollution, and safeguarding biodiversity in the area;
- application of the best accessible technologies, also through the sourcing of renewables for energy procurement;
- promotion of the circular economy, sourcing recovered or recycled raw materials and packaging as well as through the design of its own products to be recyclable;
- promotion of sustainable lifestyles.

Principles and aims for Information Security Management

- Clear identification of responsibilities for information security, promoting awareness of the importance of contributions from all concerned (staff, suppliers and interested parties);
- compliance with legal, regulatory and/or contractual requirements on the subject of information security;
- preparation of plans (updated and checked) for the continuity of activities and information security, even in anomalous situations;
- suitable staff training on the subject of information security and their active involvement for the correct application of protective measures for company information and assets;
- identification and management of all information security breaches and any associated vulnerabilities;
- systematic assessment and management of risks for information security through preventive activities and/or actions aimed at the reduction of the risks present, considering an external context (environmental and technological) that is continually changing.

Principles for Ethical Management and Corporate Responsibility

- respect and promotion of universally recognised human rights within the sphere of its own activities and existing relations;
- sharing of company values;
- promotion of its own Code of Ethics;
- recognition of the principles of the ILO (International Labour Organization), especially with regard to child labour, discrimination in respect of employment and occupation, and fair pay;
- rejection of all discrimination based on gender, race, ethnicity, sexual orientation, disability, age, language, religious or political beliefs, or social or personal background;

- rejection of all forms of forced labour, modern slavery and human trafficking;
- management of own business, avoiding all forms of corruption and fraud, respecting values of free and fair competition and the international requirements concerning the control of exports and the imposing of economic sanctions;
- procurement of raw materials preferring suppliers able to guarantee origin (e.g. *Conflict-free Minerals*);
- recognition of the Sustainable Development Aims promoted by the United Nations.

Supply Chain Management Principles

- Involvement of own suppliers to promote company principles of quality, health and safety, the environment, energy, ethics and information safety;
- Development and organisational integration to ensure performance of its own *supply chain*;
- Information sharing along the Supply Chain with a level of security in line with company standards.

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