

**Marcheno (BS), 01/06/2022**

**ENG** 

This Policy was issued by the Direction (Management) of MI.GA.L., Metal Technology and consociate company ZMF and TMV, to start the sharing process applied to the integrated management system.

The Direction of the MI.GA.L. group aware of the challenges and opportunities that the market imposes and the need to make choices in line with the principles of sustainable development, it is of fundamental importance to have an organizational system that allows you to harmonize and keep under control your own processes and the collection of information from them arising, committing to keep active an integrated quality, environment and occupational health and safety management system documented, aimed at ensuring the continuous improvement of processes and environmental performance, as well as the satisfaction of all interested parties (in particular Customers, employees and Suppliers), of the requirements applicable and regulatory provisions on the matter, applicable to their activities, also through the adoption of a Code of Ethics as a model of organization and management of control and administrative responsibility of the company.

To pursue corporate effectiveness and efficiency, the Group relies on its strengths, in particular on the quality of the product supplied. Consequently, the operating principles of the organization can be summarized in the following points:

- maintain great experience in the field of hot forging and mechanical processing
- satisfy customers' expectations and needs;
- improve and consolidate its position in the business sector;
- ensure the highest levels of safety and reliability of the activity carried out, through the careful choice of suppliers;
- ensure compliance with delivery times and in any case always in accordance with what is contractually established;
- promote suitable initiatives for staff involvement;
- invest in means and resources suitable for achieving the required quality levels;
- maintain extreme care and maintenance of the machinery
- constantly monitor through process controls
- monitor the costs of non-quality
- use selected and qualified collaborators
- be available and flexible to customer requirements

The main lines of action that the company intends to follow regarding environmental protection are:

- Compliance with legal requirements and their compliance obligations regarding the environment and all the requirements signed by the organization, periodically checking what is in place and any gaps to be filled
- Monitoring of resource and energy consumption
- Monitoring of the quantity of waste produced and improvement of its management
- Adoption of all necessary measures to limit the occurrence of emergency conditions and any environmental impacts achieved
- Offer of products and services by adopting more qualified technologies and human resources and the best available technologies as long as they are economically compatible

The Direction is committed to recognizing the safety and health of workers as one of the key points for the success of the services offered.

The Direction (management) has identified the following objectives and commitments:

- prevent accidents at work, occupational diseases and accidents, including through continuous worker training;
- to comply effectively with the provisions of current legislation and other requirements subscribed according to the hazards detected;

- update, where technically possible, the Prevention and Protection measures in relation to organizational and production changes that have relevance for the Health and Safety of workers.
- update, where technically possible, the Prevention and Protection measures in relation to organizational and production changes that are relevant for the purposes of workers' Health and Safety.

The Direction (Management) determines the organizational structure of the corporate Company Health and Safety System, assigning responsibilities and conferring authorities on the competent professional figures.

To ensure compliance with these principles, the company intends to:

- adopt a process and estimate approach for the management and satisfaction of customer requirements and environmental and OSH impact, according to the logic of risk-based thinking
- commit to the continuous improvement of the integrated management system to increase its quality, environmental and OSH performance, promoting all these activities with the involvement of workers and their representatives;
- sensitize interested parties including: workers, customers and suppliers, company management, public authorities, trade associations, trade unions on the commitments of this Policy;
- motivate workers so that a sense of responsibility for their own, colleagues' and third parties' health and safety is developed at all levels, including through training;
- engage in the protection of the environment, preventing pollution, which can present itself in different forms and can concern different environmental aspects, both direct and indirect
- engage in change management, to control planned temporary and permanent changes that have an impact on OSH performance;
- periodically review the effectiveness and efficiency of the quality and environmental management system adopted by verifying the achievement of objectives and targets set for this purpose
- communicate this Policy and the applicable elements of the system to all personnel who work for the organization so that they can adapt to it in carrying out the tasks entrusted to them
- disseminating this Policy is documented, periodically reviewed, disseminated to all personnel and interested parties by publishing this on the company website
- encouraging dialogue and confrontation with all interested parties, mainly with its own employees and other workers who operate within the Group, who are called to collaborate and report OSH issues, maintaining appropriate processes and participatory tools to transparently communicate company performance.
- establish relationships with suppliers that offer the best skills in terms of innovation, time to market, costs, service and quality ("zero defect" objective) to guarantee maximum customer satisfaction.

The Direction (Management) establishes short and medium-term objectives that are made known and shared at all levels of the organization.

This Policy and the Goals connected to it are periodically reviewed by the Direction in conjunction with the Management Review.

The Management undertakes to extend this Policy to all the companies of the MI.GA.L group with a view to continuous improvement and integration of the processes of all the group companies.

### Representing the Management

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