

INTEGRATED POLICY FOR QUALITY, ENVIRONMENT, SAFETY AND HEALTH

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It is the general policy of Gruner srl to operate in compliance with the UNI EN ISO 9001:2015 standard, the IATF 16949:2016 technical specification, the UNI EN ISO 14001:2015 and UNI ISO 45001:2018 standards, as well as the various customer specifications, using an integrated management system for quality, environment and safety, as an effective business management tool.

In order for the Policy to be relevant to the expressed and unexpressed needs of our customers, it is our intention to produce parts and components:

- having characteristics suitable for the intended use in compliance with the construction specifications
- always being in line with the Customer's needs
- maintaining a production flexibility capable of satisfying the needs requested from time to time
- constantly improving company performance, in accordance with customer needs and with the best market levels.

To implement and support this Policy - which also coincides with our technical and organizational needs

- our Company is constantly committed to:
- satisfy the requirements of the Customer
- use suitable and flexible suppliers
- have staff available in relation to production needs
- modify production programs in relation to the Customer's priorities
- train staff to comply with the rules on safety in the workplace
- keep mechanical and IT technologies updated and efficient
- assess the risks associated with commercial activities and individual processes by analyzing and monitoring the context in which GRUNER s.r.l. operates, also assessing the impact on interested parties, both external and internal; the management makes available the necessary resources for the management and reduction of identified risks, such as the loss of turnover caused by the reduction in Customer requests.

Our "mission" is aimed at creating added value for all interested parties, internal and external. Our commitment is expressed in the following points:

- understand the needs and be proactive in resolving critical issues;
- meet the requirements of the Customer and, where possible, the needs of workers and other interested parties;
- aim for continuous improvement of performance, working conditions for SSL and management of activities for the protection of the Environment.

All staff work to achieve customer satisfaction and to pursue continuous improvement of workers' health and safety, sharing and defending the following values:

- 1) Safety: pursue - with continuous training and information of workers in the performance of their activities - the objectives of improving their health and safety; commit to reducing accidents at work with careful analysis of risk situations and detection of "near misses";
- 2) Environment: constant orientation towards minimizing environmental impacts, commitment to minimizing pollution and to the creation of the product, complying with current legislation on the matter; manage processing residues in the best possible way, minimizing their generation and optimizing management, with particular attention to waste.
- 3) Quality: of the product and service, to meet the needs of the Customer and other interested parties;
- 4) Ethics: carrying out one's duties aiming at the highest possible level of personal and moral integrity; promoting the responsibility of employees at all levels towards environmental protection and safe work by implementing information and training programs and raising awareness among staff (their training should be carried out and updated with specific reference to the task performed).
- 5) Profit: essential and aimed at the growth and development of company processes.

To achieve these objectives, we propose to:

- be innovative, proactive and reliable;
- provide comprehensive assistance to the Customer and make ourselves a reliable and reference subject for all other relevant interested parties;
- create synergy by working in cross-functional groups;
- be all (no one excluded) fully involved in the pursuit of the objectives, making all our skills available to the Company;
- pursue a policy of continuous improvement - compatibly with the available resources - in all sectors of activity;
- verify the results achieved over time in full transparency with the support of concrete data;
- - build a solid partnership with Customers, Suppliers, Workers and all other interested parties, based on mutual respect and the ability to generate added value.

The Company considers its internal and strategic resources and the activities they carry out to be fundamental. It hopes for the participation of workers in the decision-making process, in relation to the experience, autonomy and responsibilities assigned to each.

The Company takes action to increase:

- respect and collaboration
- trust and responsibility

- availability and professionalism, with a view to allowing - over time - the Company itself to grow in an increasingly mature, responsible and reliable way.

Specifically, in the area of safety, health and the environment, the Company intends to:

- maintain compliance with all laws and regulations in force in the sector, both in the environmental field and in the field of safety and health, where possible improving with respect to what is required by the legislation

- prepare the necessary resources in order to reduce emissions into the atmosphere and in the work environment in the departments, ensuring the lowest possible impact on the environment and on the safety and health of workers

- continuously train, update and raise awareness of employees on environmental and Safety and Health issues in order to increase their awareness on these issues, constantly monitoring every incident with or without injury, every report of illness that may arise from the work environment and every critical environmental issue

- raise awareness of all interested parties, internal and external, on environmental and safety and health issues in the processes of interaction between the parties themselves

- maintain correct relationships with public administrations, public bodies and municipal companies with a view to maximum transparency in carrying out company bureaucratic practices, interfacing in an open and productive manner with all local authorities and competent control bodies

- establish and update periodic management reviews and update improvement goals and objectives, implement the policy, as well as define the objectives for achieving continuous improvement in all aspects of the environment and safety

- communicate to anyone who requests it the information necessary to understand the effects of the company's activities on the environment, on the health of workers and all citizens, pursuing an open dialogue in all directions

- From the definition phase of new activities, or in the review of existing ones, safety aspects and environmental impacts will be considered essential contents of the risk assessment, evaluating them in advance. The activities will be managed with the aim of preventing accidents, injuries and occupational diseases and significant environmental impacts.

- adopt all necessary measures in order to reduce the impacts on the environment and safety associated with possible emergency situations.

The careful management of all available resources - human, environmental and economic - must allow controlled development.

The Management intends to continue along the path traced with constant investments aimed at the continuous improvement of its organization, ensuring its permanence on the market and a quality differentiation compared to the competition.

All personnel are invited to always and constantly apply what is provided in the Policy, contributing to the improvement activities pursued by the Company.

Quality Policy with Implementation of the ISO Amendment for Climate Change

Our company is committed to providing high quality products and services that meet the needs and expectations of our customers. In line with the ISO 9001:2015/Amd 1:2024 amendment, we have integrated environmental and climate change considerations into our quality policy to ensure a sustainable and responsible approach.

Reduce the environmental impact of our operations through the adoption of sustainable practices and the efficient use of resources.

Promote the use of renewable energy and low environmental impact technologies to reduce greenhouse gas emissions.

Identify and assess risks and opportunities related to climate change in the context of our operations.

Implement adaptation measures to mitigate the negative effects of climate change and improve business resilience.

Reduce the consumption of purchased energy through the use of renewable energy such as photovoltaics. Promote employee training and awareness on energy efficiency practices.

Reduce waste generation and increase recycling and reuse of materials.

Provide products and services that contribute to reducing environmental impact throughout the supply chain.

Promote sustainable practices among suppliers and collaborate to improve the sustainability of the supply chain.

Engage and train employees on quality and sustainability policies and objectives.

Promote a corporate culture oriented towards quality and environmental responsibility.

Our quality policy reflects our commitment to excellence and sustainability. By integrating climate change considerations, we are committed to operating responsibly and to making a positive contribution to protecting the environment for future generations.

Vische, 07/01/2025

GRUNER s.r.l.
