

COMPANY POLICY

This Company Policy has been drafted in order to apply the fundamentals promoted by the Company among its employees, customers, suppliers and stakeholders in general, to guarantee the organizational quality and the quality of the products and services provided, in addition to the commitment to the environmental protection and the adoption of behaviours that promote a high level of health and safety in the workplace.

MAROSO S.r.l. Company Strategy and Policy, in order to carry out this commitment, is based on the following pillars:

- Technology for products and services, through the study and introduction of new processes;
- The digital aspect, for the development of a quick communication with customers and collaborators;
- Organization, with the process optimization and the data analysis, through the use of IT systems;
- Business, through the analysis of new business models and the research of new markets;
- Communication and behavior, encouraging the personnel to a new collaborative approach towards the external, to adopt environmental principles and to be aware of the importance of health and security in every area.

Saving

- both in economic and in systems consumptions terms, adopting at internal level an environmental and energy management system;
- in the customer service, aiming to an improvement of the energy efficiency and sustainability of the proposed interventions;
- in the machineries operating cycle, adopting software solutions to optimize the work cycle, and in the remote assistance services through a constant monitoring activity and optimization of the functioning parameters.

Responsibility

- towards customers, providing high standard on its services and products, keeping into consideration the customer's satisfaction.
- towards the collaborators and employers, to grant the operational continuity and a comfortable working environment, ensuring their health, safety and the use of Personal/Collective Protection Devices; to limit the use and handling of chemical substances; to provide equipment - built in accordance to the maximum safety standards, guaranteeing the comfort of the work stations – made up according to the ergonomic criteria - the protection against fires and emergencies, through the maintenance of its own protection devices and the adoption of emergency plans – periodically tested and improved – and monitoring the impact on the safety thanks to a management system of near misses, accidents and injuries;
- towards the personnel, in general, to grant the professional growing and the awareness, increasing the participation in the definition and realization of the Company aims;
- in social terms, through the adoption of behaviours that aim at decreasing the impact on the environment and encouraging initiatives that could promote the energy saving, the consumptions reduction of water and raw materials, the control of water and atmosphere pollution, the reduction of waste and of the risks due to the use of chemical substances, in the perspective of sustainability of the Company activities.

The Company aims at the financial sustainability to support its strategic choices, at the environmental sustainability through the study of the product life cycle, at the creation of the market confidence by adopting an ethical social behaviour, and at improving the reputation profile by spreading its own values.

The Company Management commits to act with continuity to verify if the policy is updated, the suitability of resources, methods, information flow; to promote a management system based on an accurate analysis of the contest, the risks and opportunities assessment and management, definition of periodically goals, that could be measured and quantified keeping under control the actions to achieve them in order to ensure its achievement, the total policy, pertinent and in force legislation fulfillment, concerning the products, environment, safety, health on the work place, towards a continuous improvement.

Pianezze, 31st January 2022

COMPANY MANAGEMENT