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ITALY

COMPANY, QUALITY, AND ENVIRONMENTAL POLICY

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1 INTRODUCTION

At BERMEC, we are committed to ensuring that our products and services not only meet our customers' needs but also respect the environment. To achieve this goal, we have established a Quality Management System (QMS) and an Environmental Management System (EMS) that allow us to:

- **Compliance and Satisfaction:** ensure that every product and service meet contractual requirements and exceed customer expectations.
- **Minimization of Environmental Impact:** adopt sustainable practices to reduce our environmental footprint.

2 COMMITMENTS OF BERMEC ADMINISTRATOR

Our Administrator leads the company with dedication towards excellence, committing to:

1. Effective Quality Management:

- Implement a process-based quality system aligned with our organizational structure.
- Define a clear quality policy and realistic, measurable objectives.

2. Integration and Communication:

- Integrate the quality system with our business processes.
- Communicate to all collaborators the importance of complying with contractual, legal and integrated system requirements.
- Promote a process-based approach and risk-based thinking.

3. Continuous Improvement:

- Periodically review the system's application, policy compliance and goal achievement.
- Identify and allocate the necessary resources for continuous improvement.
- Involve internal stakeholders to enhance the system's effectiveness.

4. Environmental Responsibility:

- Define tools to improve the quality of our products and services, reduce environmental impact and manage resources appropriately.
- Promote sustainability and prevent pollution through responsible practices.

3 OUR KEY VALUES

Planning and realizing
Efficiency and punctuality
Direction ability
Recognition

4 STRATEGIC OBJECTIVES

The implementation of QMS and EMS is crucial for achieving the following objectives:

- **Guaranteed Quality:** deliver compliant products and services through controlled production processes and rigorous checks.
- **Customer Satisfaction:** respond promptly and accurately to customer requests, building trust and loyalty.
- **Effective Communication:** ensure smooth internal information flow.
- **Sustainable Growth:** continuously improve performance by optimizing resources and promoting technological innovation.
- **Adaptability:** update the QMS and EMS based on legislative, regulatory and technological changes.
- **Training and Awareness:** educate and train staff on corporate culture, quality and sustainability.
- **Continuous Improvement:** constantly seek improvement in systems, products, services and environmental impact reduction.
- **Resource Management:** utilize resources effectively to support the system and desired improvements.
- **Measurable Objectives:** establish clear and measurable objectives, considering threats and opportunities in the context.
- **Periodic Assessment:** regularly review the QMS and EMS to ensure they are updated and adequate, transforming internal experience into corporate assets.
- **Context Analysis:** constantly evaluate internal and external environments to identify impacts and opportunities.
- **Risk Management:** identify and manage risks and opportunities to foster continuous improvement.

5 INTERNAL COMMUNICATION

To ensure effective communication, we use various tools:

- **Internal Meetings:** regular meetings to discuss and share information.
- **Emails:** timely communications via email.
- **IT Systems:** use of Panthera ERP and Zucchetti portal for information management.
- **System Forms:** standardized documents to ensure consistency.
- **Informative Videos:** periodic audiovisual materials to update and inform staff.

6 POLICY AVAILABILITY

Our corporate policy is accessible to all personnel and is shared with the public and all stakeholders through the company website www.bermec.com. It is reviewed annually during the first management review and updated if necessary.