

The direction of Valente Group stabilize, in this document, the general guidelines of their policy for the quality of the organization, the health, the security on the workplace and the environmental safeguard, to actualize towards the realization of a management integrate system and characterized by an approach by processes, conformed by the standards of 9001, IATF 16949, 14001 AND 45001.

The purpose of the policy is to respond, in a more satisfaccionary way, to the demands of the market and to the necessity of preserving the health of the employees on the workplace, the integrity of the environment.

Moreover, it needs to have a long-term support to the realization of the vision of development of Valente Group, in such a way to encourage all the activities with the purpose of the creation of a good image of Valente Group and to manage the staff towards a process of support and development both of the employees and Valente Group in itself.


It is documented, carried out and maintained in time; communicated to all the employees so that they can be involved in the achievements of the aims and they are aware of their individual duties considering the security on the workplace and the safeguard of the environment, they can identify themselves with the company and they are aware of their personal professional development. It is public and available to all the interested people and it is submitted on periodic revisions to guarantee that it persists actual and appropriate for the organization.

The direction considers that the responsibility of the security and the health on the workplace regards the whole company's organization, starting from the director to every employee, each one with their responsibility and knowledge.

This document integrate the approach that the direction want for their organization, as a consequence to their manage system; later on it is available a detail of the guidelines to follow for each system.

System of management of quality needs to place this aims:

- Actuation of an efficient and efficacy system of company management of the quality, seen as a instrument of manage of the process in a way to assure the achievement of the company's aims so as a strategically choice to increment the value of the organization and their competitiveness;
- Long-term maintenance of the certification based on the scheme IATF 16949;
- Constant work on the internal organization and the structure of the company, with the task of:
 1. Define in an explicit way, disclose and keep under control the tasks and the responsibility of each person both internally or not;
 2. Analyze, optimize, and define towards the procedure of all the activities with the exact methodology to prevent mistakes, to avoid time loss and to assure that every process will be done accordingly to the standards of quality defined and structures in a way to supply all the necessary information for a continuative improvement;
 3. "Anticipate" problematics that can create non-conformity proponing preventive actions and encouraging the participation of all the collaborators to the analysis and the resolution of the problems that can income in the various company's processes.

M-02.C	Data ultimo aggiornamento:	Firma di approvazione		Pagina 1 di 5
Rev.1	17/02/2025	della Direzione:		

- Definition and following monitoring of indicators of performance (KPI Key Performance Indicator inserted in a recapitulatory prospect) to measure their general performance and identify aim of improvement.

As much as possible the indicators are choosing from the organization by a principle called SMART:

- ◇ Strategic → the indicator needs to be strategic
- ◇ Measurable → it needs to be a measurable parameter and not subjective
- ◇ Achievable → it needs to be achievable
- ◇ Realistic → it needs to be realistic
- ◇ Timely → it needs to be monitored regularly

This principle, as much as possible, needs to be extended to all the management system.

The system of management for the health and security on the workplace needs to place the following aims:

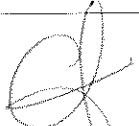
- provide safe and healthy working conditions for the prevention of work-related injuries and illnesses related to work
- full compliance with legal requirements (current legislation, workplace safety regulations) and other requirements;
- delete or reduce the dangers and the risks for the SSL;
- continuous improvement of the management system and safety in the workplace
- To train, inform and sensitize workers to carry out their tasks in safety and to assume their responsibilities in terms of safety and health at work through their involvement and consultation also through their representatives for safety and health at work

The director undertakes to review and possibly update the Risk Assessment Document through the new regulations and the improvement plan and also to verify the achievement of the objectives and targets defined. The director believes that the commitment to the protection of the safety and health of workers is of fundamental importance and therefore trusts in the collaboration of all in order to obtain proper management of all its activities and processes.

The management of the Valente Group is aware that the economic challenge of the next few years will undoubtedly also be played out in the name of sustainability and respect for the environment; it is therefore recognized that environmental protection and pollution prevention are a commitment and a fundamental component in business management.

The Environmental Management System is therefore based on what has just been indicated and intends to pursue the following objectives:

- Identify all legal, regulatory and other environmental requirements applicable to the company's activities, products and services, ensuring compliance with the relevant applicable environmental legislation and regulations and other requirements signed by the organization;
- Reduce the risks of environmental pollution, taking into account the nature, size and environmental impact of our activities;
- Continuously improve the measures for environmental protection.

M-02.C	Data ultimo aggiornamento:	Firma di approvazione		Pagina 2 di 5
Rev.1	17/02/2025	della Direzione:		

In conclusion to this initial hat, the Management assumes the responsibility of ensuring that the requirements of the integrated system are determined and respected. It intends to involve the staff through training and training courses; it is also certain of the collaboration and commitment of the managers and all staff to:

- ✓ Disseminate knowledge of this policy;
- ✓ Promote the collective commitment to quality, safety and environmental protection;
- ✓ Collaborate in achieving the objectives described,
- ✓ Make constructive contributions;
- ✓ Raise awareness of all staff

OBJECTIVES AND COMMITMENTS OF THE QUALITY MANAGEMENT

The Management of Valente is aware of the growing needs of the market in terms of product quality and quality of services, it is therefore an obligatory and strategic choice to promote Quality as a governance tool for the Organization capable of ensuring the achievement of objectives and satisfaction. of the interested parties, through compliance with the specified and / or mandatory requirements, the availability of resources and the continuous improvement of the effectiveness and efficiency of its processes and products.

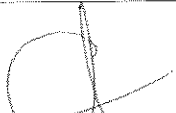
The Management System that has been implemented is oriented towards total quality in full compliance with the ISO 9001 and IATF 16949 standards, in their most updated edition.

The benefits for the organization we want to aim for, deriving from the implementation of a quality management system based on this technical specification, are:

- the ability to regularly supply products and services that meet the customer's requirements and the applicable mandatory ones;
- facilitate opportunities to increase customer satisfaction;
- addressing risks and opportunities associated with its context and objectives;
- the ability to demonstrate compliance with the specified requirements of the quality management system.

More specifically, the management of the Valente Group intends to:

- Provide the customer with products of adequate quality, with a punctual and precise service and guaranteeing significant flexibility, such as to satisfy the needs and expectations of the customers, at the same time achieving the profit necessary for the continuous development and improvement of the company (therefore with internal processes efficient and effective);
- Obtain a progressive increase in its customers;
- Identify and realize the opportunities which, by optimizing the company characteristics, allow to obtain internal and external advantages such as to maintain a high level of competitiveness;
- Define and monitor performance indicators or KPIs (Key Performance Indicators) to measure one's general performance and identify improvement objectives;
- To better manage the resources of means, personnel and financial resources;

M-02.C	Data ultimo aggiornamento:	Firma di approvazione		Pagina 3 di 5
Rev.1	17/02/2025	della Direzione:		

- Increase the competitiveness of the organization to obtain the best management of financial resources, personnel and equipment;
 - Approaching all human resources through training, training, involvement and continuous improvement;
 - Adapt the organization to customer needs by analyzing the quality of the service provided, the competition and technological innovations;
 - Work to reduce costs, especially those resulting from Non-Quality.
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- Work towards a progressive digitization of company systems by developing new skills in monitoring the progress of production and computerization of the company


OBJECTIVES AND COMMITMENTS OF THE DIRECTION FOR HEALTH AND SAFETY AT WORK

The Management aims to adopt practices and objectives that tend to constantly improve efficiency and the level of safety, both with regard to staff, activities and suppliers.

This activity is aimed at fully satisfying the laws and regulations on safety and health at work, national and regional, and in compliance with the provisions of the voluntary codes or regulations signed.

Main safety objectives are:

- Reduce the number of accidents and occupational diseases, also by controlling the parameters that are trend indicators;
- Systematically assess the risks to health and safety;
- Eliminate the risks in relation to the knowledge acquired on the basis of technical progress;
- Reduce risks at source already in the process / industrialization design phase;
- Plan the prevention activities in line with the technical, productive and organizational conditions;
- Replace what is dangerous with what is not, or is less dangerous;
- Respect ergonomic principles in the design of workplaces, in the choice of equipment and in the definition of working methods, also to reduce monotonous and repetitive work;
- Assign priority to collective protection measures over individual protection measures;
- Limit the number of workers who are, or who may be, exposed to risk to a minimum;
- Manage the health control of workers;
- Keep hygiene measures efficient and effective;
- Maintain efficient and effective the emergency measures to be implemented in the event of first aid, fire fighting, evacuation of workers and serious and immediate danger;

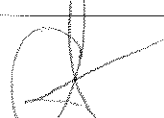
M-02.C	Data ultimo aggiornamento:	Firma di approvazione		Pagina 4 di 5
Rev.1	17/02/2025	della Direzione:		

- Guarantee the regular maintenance of environments, equipment, machines and systems, with particular regard to safety devices in compliance with the manufacturers' instructions;
 - Increase the awareness of workers and their representatives, implementing awareness, information and training programs aimed at all personnel;
 - Provide adequate instructions to workers;
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- Involve suppliers in order to ensure the implementation of risk prevention and protection measures, in case of assignment of works within the production units.

OBJECTIVES AND COMMITMENTS OF THE ENVIRONMENTAL DIRECTION

The Management and consequently the Management System adopted intends to pursue the following objectives:

- Protect the environment in its complexity;
- Use all the means necessary to ensure compliance with applicable environmental legislation, ensuring full compliance;
- Continuously improve the Management System for the Environment and environmental performance;
- Preventively assess the environmental impacts of the new plants, substances and materials used;
- Define operating procedures that take into account the environmental aspects in each work activity and phase of the process;
- Promote the adoption of environmentally friendly rules of conduct among suppliers;
- Adopt a preventive approach to the management of environmental problems;
- Inform interested parties about environmental results, in a transparent and voluntary way, in an active spirit of dialogue;
- Pursue the maximum reduction in the use of natural resources, in particular when it comes to non-renewable resources;
- Implement every possible technical measure that may be useful to reduce the waste produced during the course of the activities and obviously manage correctly the disposal of waste and sewage;
- Rationalize the consumption of resources and energy, taking into account the nature, size and processes of its activities;
- Support the purchase of energy efficient products and services aimed at improving energy performance.
- Prevent, when possible, environmental emergencies and take all necessary measures to limit the environmental impacts resulting from the emergency conditions;
- Work to improve the relationship between man and the environment
- Spread the environmental culture among employees at all levels by directly involving them in their responsibilities towards the environment;
- Make this Environmental Policy and all information useful for understanding the effects and value of the activities carried out available to interested parties.

M-02.C	Data ultimo aggiornamento:	Firma di approvazione		Pagina 5 di 5
Rev.1	17/02/2025	della Direzione:		