

Quality policy

The executive management is responsible for creating an environment in which Elemaster Spa Tecnologie Elettroniche employees can apply the company's quality policy to their work. The following quality policy has been reviewed for suitability.

Mission

The Elemaster Spa Tecnologie Elettroniche Group wants:

- ✓ Strengthen the composition of its portfolio through the consolidation of EMS services and the expansion of ODM services and the integration and supply of high-tech finished products.
- ✓ Create consolidated partnerships with strategic customers through the stipulation of long-term framework agreements; when applicable, the strengthening of co-design and co-engineering agreements for the supply of "turnkey" solutions (with the exception of avionics sector); development of joint ventures directly in the countries of interest of our customers.

Vision

The Elemaster Spa Tecnologie Elettroniche Group aims at:

- to become a worldwide reference for ODM and EMS, providing high-level engineering and manufacturing services.
- develop long-term commercial relationships with clients operating in complex and niche markets.
- be present in the geographical areas where strategic customers are present with structures capable of serving them locally with the support and supervision of the Corporate structure.

We consider quality, understood as the quality of the system, or rather of all business processes, the main factor for achieving and maintaining competitive superiority.

To this end, we are committed to:

- ✓ know the needs of customers and perceive their expectations in time, thus realizing, through the most appropriate processes, the conditions for full satisfaction that is continuously increasing;
- ✓ promote the knowledge of all collaborators of their role;
- ✓ give opportunities and incentives to each collaborator, through training, motivation and involvement, to contribute to continuous improvement;
- ✓ continuously research the solutions, processes and operating methods that allow us to be technologically and organizationally at the forefront;
- ✓ operate in full compliance and, whenever possible, exceeding the requirements imposed by contractual conditions, regulations and laws in force at national and / or community level, with particular attention to all issues relating to product safety, according to shared processes and controls with Customers, and in compliance with all applicable regulations and specifications.
- ✓ maintain competitive cost levels that guarantee profitability such as to favour company growth and the simultaneous possible adoption of innovative solutions aimed at guaranteeing compliance with the customer's requirements and the improvement of satisfaction.

Elemaster Spa Tecnologie Elettroniche, in order to guarantee a behaviour in compliance with the rules, for correctness and transparency, of the collaborating companies, has adopted an organizational model in line with the Legislative Decree 231/01 with the appointment of a Supervisory Body. The company has adopted a supervisory system in order to minimize offenses. Production is organized according to internal procedures and in compliance with the code of ethics.

Safety policy

Safety and health in the workplace

Safety and health in the workplace are a commitment for everyone, which manifests itself not only in respecting safe and correct behaviour in carrying out one's work, but also in constantly creating the most suitable conditions for this to happen.

Elemaster Spa Tecnologie Elettroniche has decided to commit itself to the continuous improvement of the management of safety and health in the workplace, as it represents a strategic decision of the Management. The procedures and the risk assessment document have been implemented in accordance with current legislation and taking into account the nature and extent of the risks of the activities as well as the specificity of the organizational structure.

The Management has undertaken to define an appropriate documentary system in order to ensure that each worker, whether hired directly by the company or subcontracted, can become aware and aware of the importance of compliance with the policy, safety procedures, individual obligations in terms of safety, on the actual or potential consequences, their work activities, their own safety and that of other workers, to the benefits due to an improvement in their individual performance; on their role and responsibility to achieve compliance with the safety policy on the potential consequences of deviations from the specified operating procedures.

The main safety objectives are the following:

- The reduction and elimination of any accidents and illnesses deriving from work activities
- Better risk management
- A reduction in the potential and actual causes of accidents through corrective and preventive actions
- A timely verification of compliance with legal obligations
- A more continuous and effective communication between company and workers

Safety of projects and products

Safety of projects and products is a commitment for Elemaster Group, which manifests itself not only in respecting all the directives and laws in terms of safety, but also in constantly creating the most suitable conditions for this to happen.

Elemaster Group has decided to commit itself to the continuous improvement of the management of projects and products safety, as it represents a strategic decision of the Management.

Although the risk analysis and their management is responsibility of the customer, Elemaster Group collaborates with customer and certification body/assessor for the design and implementation of a safe (electrical and functional) project/product.

The Management has undertaken to define an appropriate documentary system in order to ensure that the involved employees can be trained and skilled concerning this topic and aware on the importance of the safety of project/product and on the potential consequences of deviations from the standards and legislation.

The main safety objectives are the following:

- Fulfil the mandatory specific legislation of the project/product.
- Fulfil the customer requirements specifically dedicated to safety.
- Certification of the project/product when required by the customer.

Environment policy

Elemaster Spa Tecnologie Elettroniche conceives the management of the environment and occupational health and safety as a corporate priority carried out according to a coherent system, aimed at the continuous improvement of environmental performance and safety standards.

Elemaster Spa Tecnologie Elettroniche recognizes the importance of protecting the environment for the well-being of future generations, the safety of working conditions and the health of its employees and the communities affected by the Company's processes and products, and is therefore constantly committed in the search for solutions that allow the achievement of these general objectives and in the application of procedures that give evidence of their control.

This commitment translates into the definition of initiatives that make it possible to minimize the use of natural resources and all types of environmental emissions and waste generation, while maximizing the reuse of materials and the use of recyclable materials.

Elemaster recognizes and undertakes to challenge and adopt the Sustainable Development Goals defined in the 2030 Agenda of the United Nations Assembly.

The identification of improvement projects in these areas is encouraged at all levels, including through training activities.

As part of an environmentally friendly management, Elemaster Spa Tecnologie Elettroniche undertakes to pursue the following objectives, assessed and approved at the level of the Steering Committee during the periodic meetings:

- The scrupulous observance of all the mandatory requirements contained in the Legislative Prescriptions applicable to one's business;
- To sensitize company personnel to the correct management of natural resources and to the methods of separate waste collection, through specific information and training courses;
- Definition of objectives and targets for a progressive improvement of environmental performance, trying to reduce consumption, favouring separate collection and recycling;
- Use in the production of increasingly eco-compatible packaging and materials;
- Implementation of a maintenance plan for buildings and equipment ensuring their functionality and respect for the environment;
- Adoption, for any new activities or production processes, of all initiatives aimed at receiving adequate information on the possible environmental effects of new technologies.

In particular, Elemaster undertakes by 2030 to:

1. Minimize the consumption of ELECTRIC ENERGY by setting the following objectives:
 - a. Use at least 90% of energy from sustainable sources
 - b. Purchase at least 90% of energy from renewable sources
2. Reduction of SCOPE 1 and SCOPE 2 emissions by setting the following objectives:
 - a. 30% reduction of total Scope 1 emissions
 - b. 40% reduction of Scope 1 emissions related to the Pieces Produced
 - c. 20% reduction of total Scope 2 emissions
 - d. 30% reduction of Scope 2 emissions related to the Pieces Produced
3. Minimize the consumption of WATER by setting the following objectives:
 - a. 40% reduction in liters of water used in relation to turnover
4. Reduction of WASTE generated by setting the following objectives:
 - a. At least 95% of the waste generated will be recycled and/or reused
 - b. 20% reduction of waste generated in relation to turnover
5. Minimize the END OF LIFE of the PRODUCTS by setting the following objectives:
 - a. Return 100% of products returned faulty by Customers

The Management

