



COMPANY POLICY

This Policy is defined on the basis of the statutory objectives and the company mission.

The company has implemented and maintains a Management System that meets the requirements of the international standard UNI ISO 9001 and the applicable legislative requirements, inspired by the basic principles always pursued:

Centrality of the customer and relevant stakeholders: customers and stakeholders are at the center of the products and services provided and represent the priority for the company; the satisfaction of their needs is the foundation of the company's existence.

Participation and sharing: all employees contribute to the development of product quality and health and safety in the workplace and to company growth in general and share its objectives.

Protection of the health and safety of human resources, through continuous training, monitoring of activities and risk assessment and their periodic review.

Environmental protection, through the optimization of the use of resources, the use of less impactful products, the correct management of waste, the use of renewable sources.

Continuous improvement: the quality of the products, the level of health and safety in the workplace, respect for the environment and in general for legislative requirements must be continuously sought with maximum effectiveness and efficiency, preventing injuries and ill health, in compliance with an economic-managerial balance.

To confirm what has been indicated, the company's priority objectives are:

- **Comply with applicable legal,** international, national and local requirements and provisions, as well as fulfill the commitments and agreements signed by the company, including the CCNL and all expressed and unexpressed requirements of its customers.
- **Assign adequate resources** for the full application of the management system in order to respect the policy and programs/objectives; educate/train staff to fully comply with the aforementioned regulations and to pursue the right awareness regarding their role and the effects of their work on the management system.
- Establish and maintain close **collaboration relationships with suppliers** for the improvement of the products and services purchased in terms of quality, minimization of environmental impacts and reduction of risks to health and safety at work.
- Maintain a work environment capable of guaranteeing **respect for human rights**, including the prohibition of any type of practice regarding forced labor, child labor and discrimination of any kind
- Continuously identify investments in infrastructure and equipment in order to **pursue the technological innovation** necessary for management and production efficiency, ensuring the correct protection of personal and company data.
- Maintain continuous attention to **customer satisfaction** by periodically monitoring customer satisfaction.
- Seeking the protection and **continuous growth of the company image.**

This Policy is made available to all interested parties, posted internally on noticeboards and on the company website <https://ideastella.it/en/certifications/> and must be applied by all company functions, at every level, in carrying out all company activities and it is reviewed annually by the Management in order to evaluate its effectiveness and adequacy.

Signature Approval

Centobuchi di Montepreandone, March 18, 2022