

Milan, March 20 2024

From: Mario Melchioni

To: All Employees

**Subject: Corporate Quality Policy**

**melchioni s.p.a.** has chosen to make the application and promotion of principles of ethics and sustainability within its business activities the cornerstone of its Quality Policy, aiming to create value for Customers, Employees, Shareholders, and all stakeholders.

To support its commitment, **melchioni s.p.a.** has recently achieved ISO 45001 and ISO 14001 certifications, which have become integral parts of the commercial, operational, and production activities carried out at its sites and at Customers' locations.

The primary goal of the Company is to develop and market innovative, reliable, safe, and environmentally friendly products to its customers, always meeting their needs, and to expand and consolidate its activities in the competitive European market, in compliance with ISO 9001 requirements, with a concrete intention to contribute to building a sustainable civil society.

Management firmly believes that the future of the Company depends on the following key factors:

- ✓ economic, financial, and organizational capabilities;
- ✓ a culture focused on teamwork and high performance;
- ✓ providing high-quality and attractive products to Customers;
- ✓ product innovation to increase added value for customers;
- ✓ fulfilling commitments made;
- ✓ developing and innovating internal processes, with a view to continuous improvement.

To best implement its Quality Policy, Management identifies specific values to promote both inside and outside **melchioni s.p.a.**, in accordance with its business development strategies and its welfare growth targets:

1. Support, respect, and ensure the protection of universally recognized human rights.
2. Work with the ambition to improve the quality of results every day, accepting constructive criticism from colleagues and Partners.
3. Prevent and combat corruption in all its forms.
4. Protect critical information in our possession, to safeguard and ensure any personal and confidential data entrusted to us by our colleagues, Customers, and business Partners.
5. Commit to fair and free competition, in full compliance with applicable laws and regulations.
6. Promote safe and comfortable working conditions that respect the rights of every employee.
7. Support workers' freedom of association and recognize the right to collective bargaining.
8. Refuse any compromise regarding the quality and safety of the finished product.
9. Ensure personnel training on their activities and quality principles.
10. Constantly evaluate the risks associated with the activities carried out to identify new opportunities.
11. Strengthen partnerships with strategic Suppliers and Customers.
12. Implement continuous improvement of business processes through planning, verification, and measurement of activities performed.

Management ensures that the Company has all the necessary resources and support to achieve the set objectives and is committed to constantly monitoring the achievement of these goals.

Mario Melchioni  
President

