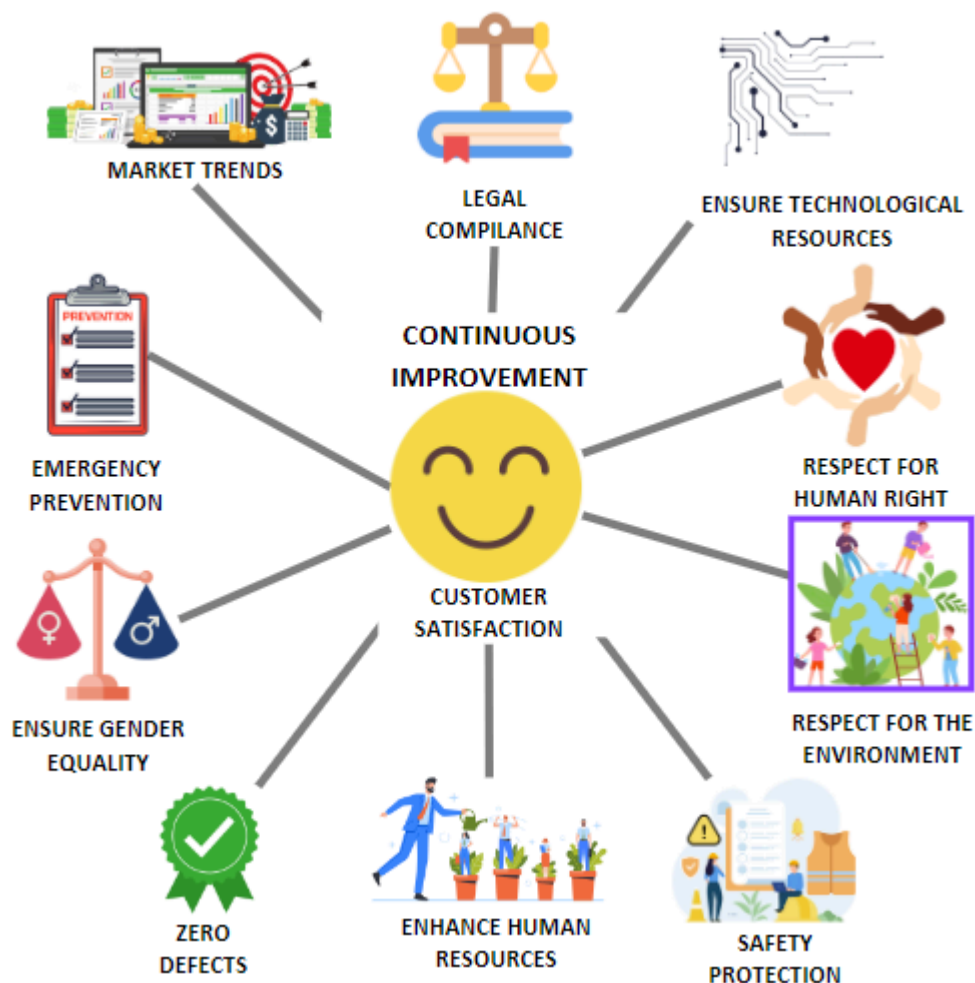


The company policy of DEFREMM SPA considers the Integrated Management System for quality, environment, and work processes as a fundamental growth factor, guiding continuous improvement in an increasingly complex and articulated context, in full compliance with the standards: IATF 16949:2016 for the automotive sector, ISO 14001:2015, and UNIPDR 125:2022.

Excellence and competitiveness can be achieved through a strategic orientation aimed at stimulating growth objectives for all stakeholders, with strong integration between quality, respect for diversity, and environmental protection in business management.

DEFREMM SPA identifies and analyzes the specific needs of all actors directly and indirectly involved in the system and is committed to providing adequate resources and tools so that everyone can participate and support this development process.



Management commits to:

- ✓ Respect the requirements of quality, environmental, and gender equality management systems, ensuring their continuous and effective application;
- ✓ Maintain high standards of customer satisfaction. Our competition intends to be ethical, fair, and strongly adherent to the principles of free and fair competition and all antitrust laws;
- ✓ Comply with all applicable laws and regulations, with particular regard to environmental protection regulations;
- ✓ Respect the privacy of all stakeholders, the confidentiality of their personal data, and all sensitive information of our business partners, protecting them through appropriate IT tools;
- ✓ Ensure environmental protection through pollution prevention and compliance with applicable environmental laws and regulations regarding the handling and disposal of chemicals and other hazardous materials and waste management;
- ✓ Protect people's health through workplace safety prevention in accordance with legal requirements;
- ✓ Reduce negative environmental impact and continuously improve environmental performance;
- ✓ Promote and monitor through a management system the continuous training, skill development, and awareness growth by valuing, motivating, and professionally growing people with inclusive policies oriented towards supporting equal opportunities and respecting diversity;
- ✓ Respect human rights and observe the principles of the United Nations Universal Declaration of Human Rights and constitutional principles of equality and fairness;
- ✓ Observe the principles defined by the International Labour Organization (ILO) conventions, not tolerating any form of forced, compulsory, or child labor;
- ✓ Communicate the Quality Policy and improvement objectives at all company levels through personnel training planning;
- ✓ Promote a corporate culture aimed at preventing defects and encouraging innovative ideas and concepts;

- ✓ Promote full transparency and fairness in all our work activities and relationships with all stakeholders;
- ✓ Systematically analyze the context with consequent periodic evaluation of risks and opportunities;
- ✓ Ensure the prevention of emergency situations and the readiness to respond to them through emergency management plans;
- ✓ Implement continuous improvement of the Quality level and environmental attention, both internally and with our suppliers;
- ✓ Update and maintain both productive and managerial technological resources and use them optimally;
- ✓ Continuously monitor the market, evaluating potential changes in commercial strategy to adopt based on changing customer needs.
- ✓ Implement actions to reduce the impact on climate change caused by the activities carried out.

*The CEO of Defremm*

*Rosa Molinari*