

Milan, 2 April 2021

from: Mario Melchioni  
to: All Employees

**Re: Company Quality Policy**

The guiding principle of **Melchioni s.p.a.**'s Company Policy is to contribute to the development of social well-being, thus supporting the creation of a safe and sustainable civil society through marketing and manufacturing of new technologies and new products.

The Company's primary objectives are to manufacture and market innovative, dependable, safe and eco-friendly products that always meet the needs of its Customers and to expand and consolidate its activities within a competitive market such as Europe while always maintaining a high level of focus on its Customers, Employees, Shareholders and all stakeholders.

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

- economic, financial and organisational performance;
- the value of its human resources and teamwork;
- the quality and dependability of its products;
- product innovation with the aim of increasing added value for Customers;
- ongoing optimisation of internal processes.

In order to best implement its Quality Policy, Management has identified certain values which it promotes both internally and externally to **Melchioni s.p.a.**, in accordance with its business and social well-being strategies and growth targets:

1. Support, respect and assurance of the protection of universally recognised human rights.
2. Prevention and combating of corruption in all its forms.
3. Protection of critical information in our possession in order to safeguard all personal and confidential data entrusted to us by our Colleagues, Customers and Business Partners.
4. Commitment to implementing fair and free competition, in full compliance with applicable laws and regulations.
5. Support of workers' freedom of association and recognition of the right to collective bargaining.
6. Promotion of safe and comfortable working conditions that respect the rights of each Employee.
7. Rejection of any compromise regarding the quality and safety of our finished products.
8. Continual assessment of risks associated with the activities we perform in order to identify new opportunities.
9. Consolidation of our partnership with Suppliers and strategic Customers.
10. Organisational optimisation through ongoing revision of our business processes.
11. Implementation of continual business process improvement by planning, checking, and measuring the activities performed.
12. Assurance of personnel training on performance of the activities for which they are responsible and on the established quality principles.

Management guarantees the Company all resources and support necessary in order to achieve the set objectives and undertakes to constantly monitor achievement of these.

**Mario Melchioni**  
Company President

