

**Curti S.p.A** is committed to satisfy the multiple needs of its customer base, also putting at its best use the several contexts in which it operates, such as **Mechanical and Electronic Engineering, Aerospace, Packaging, Wire Processing, Circular Economy** and it adopts the current Integrated Policy in support of its strategic guidelines.

The policy represents a commitment to implement and develop an **Integrated Management System (Quality – Environment – Safety – Energy)** in compliance with International Standards and in line with the principles and requirements of its own **Ethic Code** concerning **Corporate Social Responsibility**.

**Curti S.p.A.** wants to ensure that the managers of the different departments understand and put in practice the requirements of this Integrated Policy, promoting them at each level and within their own responsibility and competence, so that:

- **Customers and Involved Parties' expectations and needs** are fulfilled, reaching their total satisfaction through the engagement in supplying products and services in compliance with mandatory obligations, whether they have been expressed or not, (**On Quality**) and within the deadline (**On Time**), adopting the best available and financially sustainable technologies, even at their design phase;
- It is possible to select a **Supply Chain** respectful of the principles expressed here, using specific selection criteria and continuous monitoring,
- **Continuous Improving** of the effectiveness of the Management Systems and their performance is pursued, acting on internal and external processes that involve **Customers, Suppliers, and Interested Parties**.
- **Leadership** is consolidated by stimulating the spreading of ideas and best practices to all business levels, through involvement, consultation, participation, motivation and training of Human Resources, so that disclosed goals are pursued and accepted as reachable;



- A constant engagement in eliminating hazards and in reducing **Health and Safety** risks, and in keeping high the attention to **Sustainability**, implemented through an **Efficient and Conscious Use of the Resources and Environment Protection**;
- The respect, support and promotion of all **Human Rights** recognized at the international level is granted (e.g. not allowing any kind of discrimination, abuse, coercive or retaliatory attitude, nowhere and at no time during corporate working life and in dealing with Customers, Suppliers, Interested Parties);
- The respect of the **Labour Law** is granted (e.g. without resorting to child labour, forced/indentured labour and, also in compliance with Employment Contracts, protecting retribution's conditions, working time and freedom of autonomous choice of adhering to Trade Unions);

The Integrated policy is able to provide consistent objectives established for all Management Systems, that, together with the continuous attention to manage risk of potential deviation with respect to what planned, are granted thanks to the commitment and in favor of which the Management commits to make suitable and sufficient resources available, in terms of personnel and equipment.

The Integrated Policy, in its most recent version, is always accessible by all the Interested Parties through the company website. It is also announced internally to the entire workforce using the information points located inside the company. It is periodically revised during each "Management Review" and in case of important changes to the context and/or to its strategic guidelines, to ensure proper suitability and adequacy.

Castel Bolognese, June 21, 2022

CEO

Eng. Alessandro Curti

