

**CURTI S.p.A.** committed to satisfying the multiple needs of its customers, also taking advantage of the synergies between the different contexts in which it operates such as **Mechatronics Engineering, Aeronautics, Wire Processing, Packaging, Circular Economy**, adopts this IMS Policy to support its strategic directions.

It constitutes a commitment to implement, maintain and develop an **Integrated Management System IMS (Quality - Safety - Environment - Energy - Information Security)** compliant and certified according to the requirements of the applicable International Standards, as well as guided by the **MOG231** and related **Ethical Code**, supervised by its **OdV** Supervisory Body, regarding **Corporate Administrative Responsibility**, as a guarantee of compliance as well as suitability for the protection of information security and related systems.

**CURTI S.p.A.** ensures that the managers of the various company functions understand and implement the dictates of this IMS Policy, promoting them at every level, each within the scope of their corporate responsibilities, to all staff, so that:

- the **expectations and needs of Customers and all Interested Parties** are understood, achieving their full satisfaction through the commitment to provide products and services that comply with mandatory obligations, applicable express/implicit requirements (**On Quality**) and within the expected times (**On Time**), adopting the best available and economically sustainable technologies already in the design phase;
- a **Supply Chain** that respects the same principles set out here and guaranteed by continuous selection, qualification and monitoring criteria is used;
- Continuous improvement** of the effectiveness of the Management Systems and their performance is pursued, acting on both internal and external processes involving **Customers, Suppliers, Interested Parties**;
- Leadership** is consolidated, stimulating the culture of contamination of ideas and good practices at all company levels, through the involvement, consultation, participation,



motivation and training of People, in the pursuit of the objectives disclosed and accepted as achievable;

the **Company Information Asset** is protected, consisting of all the information that is managed through the services provided and located in all company offices.

are insured:

- the **confidentiality of the information** (i.e. that the information is made accessible only to those authorized);

- the **integrity of the information** (i.e. the protection of the precision and completeness of the information and the methods for its processing);

- the **availability of the information** (i.e. the guarantee of effective access to the information and related assets, when authorized users request it).

The lack of adequate levels of security, in fact, can lead to damage to the company image, lack of customer satisfaction, the risk of incurring sanctions linked to the violation of current regulations as well as economic and financial damage. An **adequate level of security** is therefore fundamental for sharing information.

all security needs are identified through **risk analysis** which allows you to gain **awareness of the level of exposure to threats of your information system**.

constant efforts are made to eliminate dangers and reduce risks to **Health and Safety** and attention is maintained high on **ESG** criteria with the aim of promoting **Responsible, Sustainable Environmental Management** in line with the global objectives of mitigating changes climate and resource conservation; ensured Governance that respects the legislation in force in the territory and in any area where the organization operates;

respect, support and promotion of **Human Rights** recognized at an international level is guaranteed (*e.g. not allowing any type of discrimination, abuse, coercive or retaliatory attitude, in any area and at any time of the company's working life both in relationships with Customers, Suppliers and other Interested Parties*);

compliance with the provisions of **Labor Law** is guaranteed (*e.g. by not resorting to child labor, forced / compulsory / bound or conditioned by modern slavery and human trafficking as well as, also in accordance with the applicable Labor Contracts, protecting the conditions of wages, working hours and freedom to join Trade Union Representatives*).



The declination into coherent objectives and goals established for the entire Integrated Management System and the constant evaluation and management of risk for the purpose of respecting the commitments made and guaranteeing **Business Continuity**, is ensured by the Top Management, with the support and with the provision of suitable and sufficient personnel resources and instrumental means.

This IMS Policy, in the most updated version, can always be consulted by all Interested Parties via the company website, as well as made known internally to all Staff via the information points located throughout the company. It is periodically reviewed on each "Management Review" and following important changes to the context or corporate strategic directions, to always ensure its suitability and adequacy.

Castel Bolognese, 08 may 2024

CEO

Eng. Alessandro Curti

