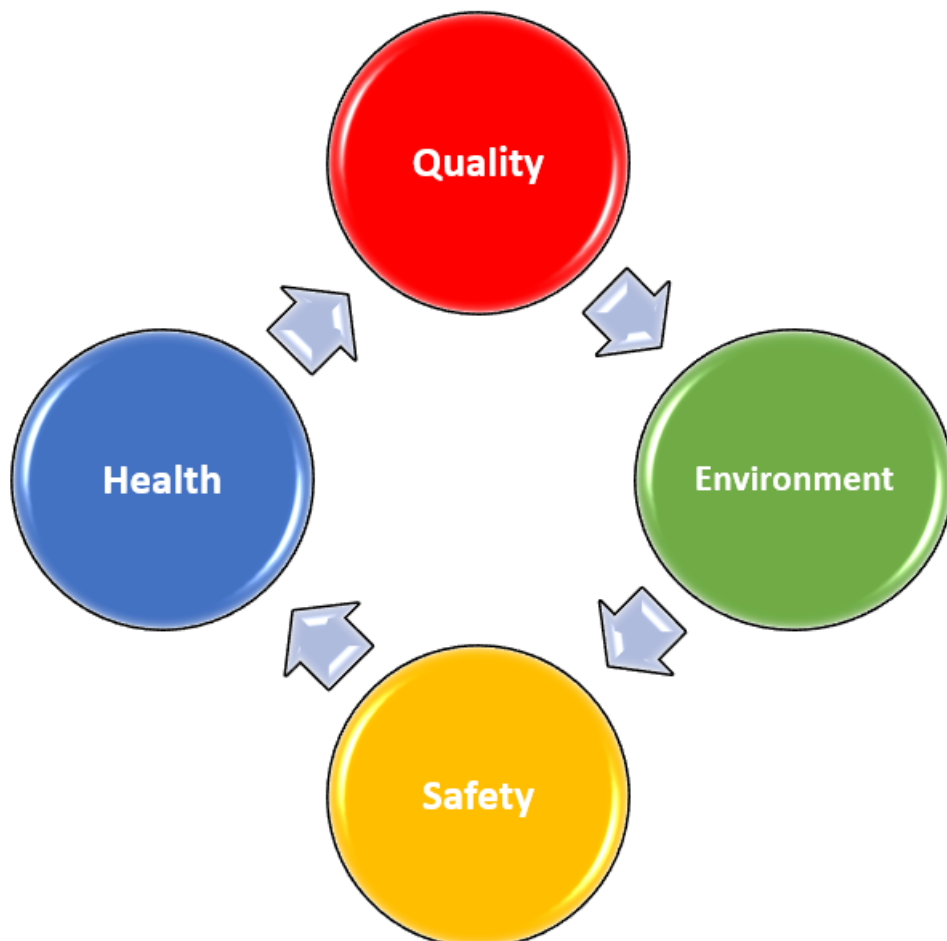




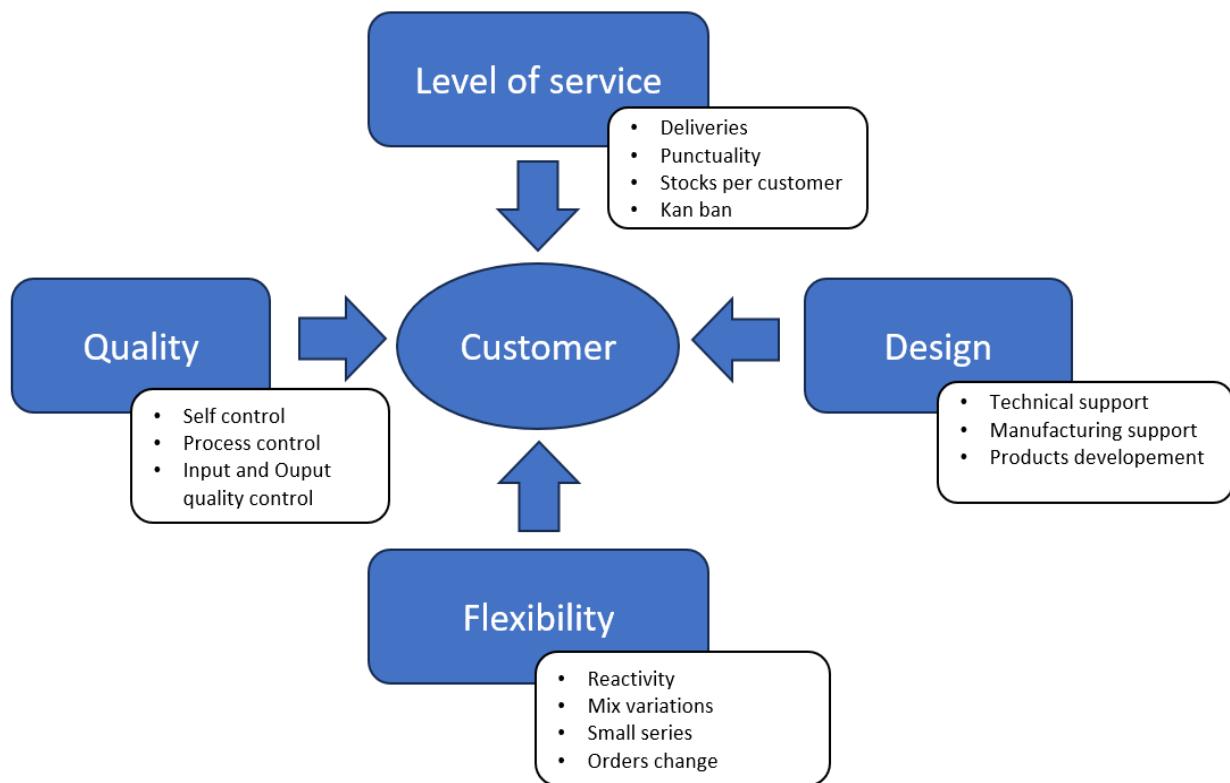
MISSION

Ensuring a stimulating and motivating working environment
with continuous professional growth of its employees
in order to maintain customer satisfaction for product and
service quality,
fully respecting the environment and safety at work





Quality policy cornerstones



Introduction

GAMMA S.p.A. is characterised by customer orientation widespread at all levels, the professionalism of its people, the continuous updating of its technological equipment, the attention to environmental protection through the management of the environmental impacts deriving from the production cycle and the minimisation of health and safety risks in the workplace.

In order to protect the sustainability and fairness aspects, GAMMA S.p.A. has adopted an ethic code whose provisions are binding for the conduct of all stakeholders, i.e. the company's shareholders and directors, customers and suppliers, its managers, employees, consultants and anyone who establishes relations of collaboration for any reason, directly or indirectly, permanently or temporarily, in Italy or abroad. The ethic code covers three areas in particular

- the value system that defines the reference principles
- the behaviour criteria that identify the rules of conduct to be followed in relations with all stakeholders;
- the execution and supervision system that establishes the usage and control mechanisms for the conduct of all stakeholders.



Policy and management commitment

GAMMA S.p.A. management is fully committed to the prevention of any non-compliance, accident, injury or occupational disease, optimising the management of processes in terms of efficiency and effectiveness and ensuring a constant supervision of activities in any way connected with the quality of products, services, protection of the environment and the protection of health and safety in the workplace and of workers. To this end, the management system is constantly reviewed to keep it compliant with the requirements of the UNI EN ISO 9001:2015 standard, which allows, through a systemic approach, the continuous improvement of its performance.

Management considers as priority:

- the pursuit of 'customer satisfaction', towards which continuous and constant attention is paid, with particular reference to the market context;
- the identification of and compliance with applicable legislative and regulatory requirements;
- the health and safety protection in the workplace for the prevention of occupational diseases and injuries;
- the protection and safeguarding of the environment and its significant environmental aspects;
- continuous improvement;
- the monitoring of the explicit and implicit needs of interested parties, among which we include in particular employees, ownership, local authorities and the resident population
- the analysis of risks and opportunities in order to maximise the possibilities for growth by minimising the impacts of negative situations

The main health and safety risk factors are also linked to the company's activities and mainly concern employees and consist of the dangers associated with physical agents, manual handling of loads and repetitive movements, and the injury risks associated with production activities using machinery and equipment with particular attention to the mechanical risk.

To this end, it plans and implements a continuous activity of involvement, training and updating of employees at all levels and in particular of those engaged in activities related to processes that influence the quality of products, services, health and safety in the workplace and the environment.

Employees are therefore required to apply, for activities within their competence, the requirements of the system manual and the related documentation (procedures, instructions and specifications), and to keep the required records.



COMPANY POLICY 2023

To all collaborators, and in particular to its own employees, Gamma is committed to the utmost transparency in applying every safeguard expected from the rules and best practices of ethical and social management.

From an environmental point of view, GAMMA is first and foremost committed to keeping its activities under control to ensure compliance with all mandatory regulations, while at the same time studying economically compatible solutions to contain waste of energy resources by optimising their use in its production processes and behaviour. The specific attention paid to process control by identifying the possible environmental impacts for each phase of our products' life cycle and defining the measures to prevent and contain any possible polluting aspects with continuous monitoring and adjustment of the defined objectives, reaffirms the company's choice to improve the sustainability of the entire production process, which primary purpose is to guarantee profitability in harmony with the environment and its needs.

The main environmental aspects are those related to the company's activities with particular reference to:

- the impacts of our procedures (noise, fumes, transport, **emissions**, etc.)
- waste production
- the use of water and energy resources

which has an impact mainly on local authorities and local population

With reference to the improvement plans, which are updated annually during the review, GAMMA S.p.A. management sets the following objectives/goals:

Quality:

- monitoring the market and the reference context;
- increasing and consolidating the customer base;
- reducing production costs;
- delivery on time expected by the customer;
- reduction of suppliers' delivery delays;
- further reduction of internal waste;
- improved packaging;
- increased of operators and managers' awareness regarding the importance of following a quality system, procedures and operating instructions and being certified.

Environment

- reducing the risk of environmental accidents;
- keeping waste under control;
- reduction of emulsion consumption and disposal costs;
- improvement of the working environment.



COMPANY POLICY 2023

Workplace health and safety:

- maintaining adequate and certified machines;
- maintenance of constant company training;
- continuous reduction in the number of injuries per cause.

Ethical behavior:

- **respect for the laws and regulations in force in all states in which the company operates;**
- **fairness and transparency in relations with all stakeholders;**
- **availability and appropriateness in relations with employees and collaborators;**

The monitoring and pursuit of these goals should take place as follows:

QUALITY:

- Market and context monitoring: continuous attention to evolving situations at national and international level.
- Increase and consolidate the customer base: for this aim, no precise number of new customers to be acquired has been defined, while the consolidation of those already acquired is aimed at the entire customer base, to be implemented by maintaining and improving relations and by seeking out new customers considered 'good', i.e. those who can provide work for the company but who also have a certain solidity and security from a financial point of view.
- Reduction of production costs: this aims to increase the company's turnover first of all by implementing the company's margin analysis activity. The purchasing department continues to search for new and more competitive suppliers and continues to select those with a good cost-quality ratio. It also tries to plan and limit purchases based on the company's needs, reducing stocks and inventory.
- Deliveries on customer expected timing: at the moment, this is a target based on already acquired activities that must be maintained and improved in order to reach the set target through:
 - the analysis of the end-of-month delays, i.e. the analysis of who caused the delivery delay (e.g. suppliers, trials, production, etc.);
 - constant monitoring of deliveries in agreement with the customer;
 - production progress monitoring with database updating.
- Reduction of supplier delivery delays: this aim is also to be realised with activities already in place since last year such as:
 - send urgencies to the suppliers;
 - send backlog to the suppliers;
 - send the order portfolio to all suppliers.



COMPANY POLICY 2023

- Further reduction of internal waste: through the implementation of a group of people motivated to maintain the 0,5% levels of both waste and internal recycling. In addition, the trial department continues to oversee the correct filling in of self-control sheets on the machine, intervening in upstream rather than downstream processes.
- Packaging improvement: this aim is also a maintenance, to be pursued by scrupulously following the indications and specifications provided by the customer on the types of packaging to be used.
- Increase the awareness of operators and managers about the importance of following a quality system, procedures and operating instructions and of being certified: defining a contact person to guide, train and inform employees on everything related to the quality system.

ENVIROMENT:

- Reduce the risk of environmental accidents: by improving routine maintenance and control of potential spills and renewing/improving the fleet, in order to limit the spreading of pollutants such as oil and emulsions on company land and especially near manholes and drains.
- Keep waste under control: by constantly updating the schedule created for recording analyses and by entering any new waste with the relevant EWC code.
- Reduce emulsion consumption and disposal costs by using a machine that separates the oil from the emulsifiable water. Disposal of used oil, CER 120107 does not need to be paid and would therefore lead to cost savings and increased recycling of emulsifiable water once the oil has been filtered.
- Improvement of the working environment: through increased training and awareness-raising of employees to make people understand the importance of the certification-related system.

HEALTH AND SAFETY IN THE WORKPLACE:

- Maintaining adequate and certified machinery: through the constant and continuous adjustment of the machinery and equipment in the company, also linked to a possible renewal of the fleet.
- Constant maintenance of company training: through the updating of courses already done by company employees and participation in any new courses due to changes in the law.
- Continuous reduction in the number of injuries by cause: through the compilation of injuries statistics, the analysis of the causes and the subsequent removal of these causes.



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ETHICAL BEHAVIOR:

- **Monitoring the application of laws and regulations;**
- **Monitoring and controlling contracts and communications with all stakeholders;**
- **transparency in relations, timely application of legal provisions with all employees and collaborators with a clear definition of functional and organisational interactions;**

The company constantly monitors the resources used for the pursuit of the aims stated in the policy, be they

- HUMAN: internal and external, the result of in-house expertise or consultancy by professionals and specialised technicians;
- MATERIAL: equipment and means, economic investments.

ensuring the necessary level of availability in order to guarantee all the prepared activities

This policy is kept up-to-date and consistent with management directives and is made known both internally and externally by displaying it on notice boards, posting it on the website and by any other means deemed appropriate and necessary.

Castello di Brianza, **16.05.2023**

The management