

# COMPANY POLICY

## For Quality, Environment, Energy Efficiency, Health and Safety at Work

*The CEO of Lovato Electric SpA documents through the Company Policy the commitments undertaken for a sustained success and in order to achieve the full satisfaction of all its stakeholders and in particular to provide products complying with customer expectations.*

*The CEO has therefore defined the following guiding principles.*

### Governance

- Maintain **ethical principles** in all its activities (eg. fairness, honesty, legality, non-discrimination).
- Conform to **compliance obligations**, legal requirements and all other requirements voluntarily signed by the company.
- Keep a constant focus on the opportunities offered by **new technologies and software** (Industry 4.0).
- Understand and utilize the best opportunities offered by the **supply world** to pursue the company's strategic goals (business continuity, safety and energy efficiency).
- Continually improve **customer satisfaction** by respecting the commitments undertaken (with particular attention to the service level) and exceeding the expectations of business partners.
- **Monitor** activities, processes, systems, products and services in order to make strategic decisions which allow the company to become increasingly resistant to any market turbulence and become “reactive” to pursue market changes.
- **Improve continuously** business processes and management systems with the aim to ensure the efficient and effective achievement of purposes, the **detection of the risks** which may influence the results and the establishment of actions proportional to the consequences.

### Human capital

- Determine, plan, implement and communicate the **organization's objectives** setting up a work environment that involves, supports, values and motivates each **employee**.
- Develop the ability to attract the **best skills** (knowledge of the company in the area, collaboration with schools and research institutes).
- Enhance the company's **human capital** through training courses consistent with organizational and business objectives.
- During design of working activities and processes, ensure **safe and healthy working conditions**, eliminating or reducing the health and safety risks for employees s.

### Sustainability

- Pursue ever **higher quality standards** of the offered products and services, minimizing the environmental impact and optimizing **energy performance**.
- Develop a culture for **environmental protection and safety** through a strong awareness of employees, customers and suppliers on energy saving, waste collection and prevention of risk situations for health and safety.
- **Protect the environment** throughout the life cycle of products (waste reduction, use of renewable energy sources and eco-efficient technologies).
- Consider **improving energy performances** when designing technological systems.

*To pursue the business purposes the top management ensure the necessary resources.*