

GE.CO SRL

Integrated Policy Framework: Quality, Environmental Stewardship, Occupational Safety & Health, Social Compliance, Corporate Governance, Anti-Corruption Measures

GE.CO S.r.l. was established in 1997 with the aim of providing clients with mechanical components, including both commercial and custom-designed elements, and their subsequent assembly.

The company's structure is designed for maximum flexibility, enabling it to meet client needs by organizing its human and material resources according to diverse requirements. This approach also offers clients the opportunity to decentralize their procurement management, ensuring a high level of quality service.

We are committed to continuous improvement in all our endeavors, striving to be recognized by our clients as indispensable partners capable of fulfilling every production need. We believe that to remain competitive in a rapidly evolving market, it is essential to continuously control and enhance our management and production structure at all levels.

To achieve this, everything is managed by a control unit that coordinates and optimizes the handling of acquired orders. This unit oversees the various requirements and phases of production and procurement until their complete fulfillment.

To ensure this, GE.CO S.r.l. operates with a flexible structure that can seize market opportunities, and actively involve, train, instruct, motivate, and make personnel aware of their role within the organization and their contribution to producing safe and quality products.

The Management is committed to the following aspects to achieve its statutory purpose:

- **Customer Care and Needs Fulfillment:** We recognize that product quality encompasses not only technical aspects but also management methods and related services. This is achieved through a relationship of trust and support for all customer needs.
- **Image Management:** We aim to convey to clients our extensive professionalism, acquired through time and experience, and our reliable, continuous support, on which they can place their utmost confidence.
- **Service Level and Monitoring Definition:** We precisely define our service levels and monitoring methods to ensure maximum clarity and completeness of information provided to the client.
- **Personnel Development:** We ensure the availability of qualified operators, fostering their motivation, skills, and involvement, including within the Quality Management System, to achieve set objectives, promoting their responsibilities and awareness.

• Sustainability and Ethical Commitments

Furthermore, in the current global climate where climate change is a significant concern, alongside attention to worker health and safety and sustainability (environmental, governance, and social), GE.CO S.r.l. is committed to embracing and adhering to these principles, involving its entire supply chain.

To pursue these goals, the Management confirms its commitment to implementing the following strategic guidelines:

- **Efficient Quality Management System:** Maintain an efficient and effective quality management system by conforming to the requirements of UNI EN 9100:2018, UNI EN 9120:2018, UNI EN ISO 9001:2015 standards, and complying with applicable mandatory legislation.
- **Customer Focus:** Prioritize customer needs, respecting defined (including mandatory) requirements, and implementing a system for measuring customer satisfaction.
- **Continuous Improvement:** Strive for continuous improvement of internal processes, services, and related activities to satisfy the customer and provide a safe, quality product that meets all specified requirements.
- **Personnel Training and Development:** Implement adequate information, training, instruction, qualification, awareness, mentoring, and coaching activities for personnel to ensure efficient and effective application of the quality management system, guaranteeing maximum professionalism and competence.
- **Supplier Monitoring and Development:** Continuously monitor and enhance the efficiency of suppliers through selection, involvement, awareness, and continuous control to ensure quality, service, and openness to technological innovations.
- **Adequate Work Environment:** Ensure the availability of suitable work environments and cutting-edge technology with efficient machinery and equipment in terms of performance to

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meet production process needs, complying with health and safety requirements in the workplace.

- **Meticulous Activity Planning:** Guarantee accurate planning of activities, interactions between various work phases, their execution, active supervision of their progress, and effective communication of necessary information for their coordination.
- **Process Indicator Definition:** Define specific process indicators to verify the correct application and implementation of the management system, and establish concrete and measurable annual quality objectives linked to the business context and process risks, respecting corporate strategies and available resources. These objectives will be communicated and shared with all personnel involved in business processes.
- **System Verification and Review:** Activate specific verification and review phases of the quality management system to ensure its effectiveness and correct implementation.
- **Emergency Management:** Analyze and address emergency situations to ensure operational continuity for clients.
- **Worker Health and Safety:** Protect worker health and safety by ensuring a healthy and safe work environment in compliance with mandatory occupational health and safety requirements, providing adequate and continuous training, instruction, and information (mandatory, professional, and management system-related), and always ensuring the suitability and conformity of available infrastructure and equipment.
- **Environmental Protection:** Safeguard and protect the environment by minimizing the environmental impact generated by our activities and infrastructure, with the objective of proactively contributing to climate change issues (commercial decisions regarding climate change legislation are directly related to environmental impact, which is not relevant for business processes). Our commitments include: choosing high-efficiency machinery to replace obsolete ones, using products and materials with low environmental impact that fully meet customer needs, adopting appropriate behaviors, and implementing simple actions to reduce environmental impacts and/or pollution. This includes, for example, reusing and/or recycling packaging materials (preferring recyclable materials where possible), ensuring the appropriate use of natural and energy resources, and the efficiency of equipment, vehicles, and, in general, infrastructure by adopting the most suitable environmental operational control systems. A further commitment undertaken by the Management for 2025 is a significant economic investment in a photovoltaic system to contribute to energy needs and a new summer/winter air conditioning system in the production facilities, powered 100% by self-produced renewable energy.
- **Ethical and Socially Responsible Conduct:** Adopt ethical and socially responsible behaviors, in accordance with gender equality principles and respect for diversity, involving all stakeholders influencing business processes in this virtuous path: Management, employees, suppliers, collaborators, and clients.
- **Promote Corporate Ethics:** Foster corporate ethics centered on transparency, corporate responsibility, human rights, and the fight against corruption.
- **Maintain Fair Wage Policies:** Implement and maintain fair wage policies to ensure all employees receive equitable compensation for their work, regardless of gender, ethnicity, or other discriminatory factors.

• Policy Review and Accessibility

The integrated policy is analyzed and kept up-to-date with reference to the company's operating context, considering unpredictable events (e.g., the past health emergency, the current global geopolitical situation with various conflicts influencing world markets) and risks related to its business processes, to ensure the reliability and continuity of services provided to the client and the supply of requested products. The integrated policy is periodically reviewed during Management Reviews to ensure its continued suitability to the principles.

All personnel are involved to understand the contents of this Integrated Policy and constantly and regularly apply it in their work activities, actively and proactively participating in achieving excellence, customer satisfaction, and continuous improvement.

Within the framework of reference standards EN 9100:2018 and EN 9120:2018, GE.CO S.r.l. has identified and appointed its OASIS Administrator. Furthermore, through this document, it declares its willingness to grant free access to its premises for any requests from clients and

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authorities and involves its suppliers in this regard, so that authorities and clients can also access their facilities upon request.

• **Social and Governance Policies**

Key elements within our social and governance policies include:

- **Fair Selection and Hiring Process:** A selection and hiring process that applies rules to prevent gender disparity, where candidates are contacted, selected, and hired based on professional resume, skills, qualifications, and aptitudes, not based on gender.
- **Guaranteed Career Management:** Career management, compatible with company size and actual needs, occurs without discrimination, with equal opportunities in professional development and promotions, impartially based solely on capabilities and professional levels.
- **Fair Salary and Remuneration Management:** Equitable management of salary and remuneration without any discrimination.
- **Maternity/Paternity Protection Initiatives:** Initiatives aimed at protecting maternity/paternity, and services to promote the reconciliation of personal life and work time, favoring, where requested, the promotion and adoption of initiatives aimed at work-life balance (e.g., flexible hours, possibility of Smart Working, other options based on personnel flexibility needs).
- **Awareness Activities against Abuse and Harassment:** Awareness activities aimed at preventing all forms of physical, verbal, and digital harassment in the workplace and adopting respectful and inclusive language that considers each person's subjective perception and the possible variables of each individual's identity and personal sphere, preventing the use of inappropriate and potentially discriminatory expressions.
- **Anti-Corruption Awareness:** Awareness activities aimed at preventing behaviors that could constitute corruption or attempted corruption, in compliance with legal requirements and consistent with the organization's objectives.

The Management


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