

ESSEGI AUTOMATION SRL (hereinafter simply "Organization") operates in the design, manufacture, and assistance of systems for the automation of materials management in the production of electronic boards. It is aware that in an increasingly globalized and interconnected market context, adopting impartial and fair conduct, which takes into account the economic, social and environmental repercussions of one's work, represents a moral duty as well as an indisputable competitive advantage.

The group values are the strong attention to the CUSTOMER, to the importance of TIME, for colleagues, customers, resellers and partners, and to teamwork and people's satisfaction in achieving the objectives set with PASSION. INNOVATION is a value that distinguishes the company, which is constantly looking for innovative solutions, aiming at the same time for FLEXIBILITY in knowing how to adapt to changing circumstances, careful to always be ready.

The continuous pursuit of the maximum satisfaction of its customers, and therefore of Quality, the protection of the Health and Safety of workers as well as the protection and safeguarding of the environment and ecosystems, constitute the primary attention of Essegi Automation Srl.

For these reasons, the General and Operations Management are committed to achieving the following objectives:

1. Provide products and services that meet customer requirements.
2. Zero accidents and occupational diseases.
3. Zero environmental accidents and minimum possible impact of company activities.
4. Constant compliance with applicable legislation.
5. Continuous attention to respect for personal dignity.

To achieve the objectives described above, all Top Management undertakes to pursue, encourage, promote, and implement:

QUALITY
<ul style="list-style-type: none"> ▪ Full compliance with the applicable mandatory, voluntary and contractual requirements as well as those provided for by the applicable technical regulations. ▪ The quality and conformity of products and services, with the full and complete satisfaction of its customers as a fundamental prerequisite. ▪ The continuous improvement of the quality management system through the permanent attention of the entire Organization towards the constant growth of effectiveness and efficiency of the processes. ▪ Flexibility in production capacity, which has always distinguished the Organization, representing a fundamental element of its success in the reference markets. ▪ The continuous monitoring of the management system, maintaining the competitiveness of its prices with respect to the reference market, improving them where possible, duly taking into account the principle of "sustainable economic profit". ▪ Continuous technological innovation supported by research and development. ▪ The analysis and planning of value processes, also through the identification of appropriate and significant performance indicators, which allow them to be monitored, corrected and improved. ▪ The proactive involvement of its suppliers regarding the sharing of principles, rules, requirements to be met in the supply processes of both tangible and intangible goods and services. ▪ The promotion of its products through the use of the demo room even remotely through events suitably promoted on the web. ▪ An increasingly effective collaboration with JUKI's Japanese partners through the establishment of a Help desk on the Japanese site dedicated exclusively to Essegi products.

ENVIRONMENT
<ul style="list-style-type: none"> ▪ The protection of the environment and the prevention of pollution as a characterizing element of its activities.

- The prevention of environmental accidents and unwanted events in general.
- Compliance with the Organization's compliance obligations in relation to environmental aspects.
- The optimization of resources also through the rational and effective use of energy resources, as well as the progressive reduction (where possible) and valorisation of production waste.
- The continuous improvement of the environmental management system in order to increase the environmental performance of the Organization.
- The constant and complete awareness of all employees of the fact that the protection of the environment and the ecosystem in the broadest sense are essential and necessary elements also for the continuous improvement of the performance of the entire Organization.
- Particular attention to all the activities foreseen in the design phase of the plants and/or modifications of them, with the aim of achieving the best possible reduction of environmental impacts and pollution.

SECURITY

- Safe and healthy working conditions for the prevention of work-related injuries and illnesses.
- Compliance with legal requirements on occupational health and safety.
- The elimination of dangers and the reduction of risks to the health and safety of all personnel who carry out activities under the control of the Organization.
- Consultation, participation and involvement of workers' safety representatives and all company personnel, also in the event of significant changes to processes and work environments, in terms of hygiene and safety.
- The maintenance of relationships of maximum collaboration and transparency with all interested parties including, therefore, among others: the external community, institutions and Supervisory and Control Bodies.
- The commitment to ensure that all employees are made constantly and completely aware of the fact that their own and their colleagues' health and safety, in relation to the specific work activity, constitute essential and necessary elements also for the continuous improvement of the performance of the whole Organization.
- The Organization also undertakes to prevent and combat any misaligned and inconsistent behavior with this Policy, which could, in summary, generate potential damage to people and/or the environment;
- in this regard, among other things, the company management peremptorily forbids the use of alcoholic substances, spirits and narcotic substances, recognizing that the effects of taking such substances negatively and dangerously affect the work performance required and expected, and that therefore, they can be the origin and/or cause of serious accidents to the detriment of people (accidents at work), the environment/ecosystem, company assets, etc.
- The adoption of an internal protocol concerning the management of COVID19 health emergency for the protection of the health and safety of workers and the community in general;

The Organization's commitments include constant attention to the profitable management of human resources. The education, information, training and awareness of employees, external collaborators, suppliers and contractors, for the development of a culture of quality, environmental protection, protection of the health and safety of all workers and respect for personal dignity, are the foundation of the organization's success.

This Policy constitutes the guideline of behavioral direction and observation of principles, which all personnel who carry out activities under the control of the Organization must pursue in carrying out their activities. It represents the reference programmatic framework for the planning and operational management of all the Organization's activities. This Policy is made available for reading and viewing by all employees and must be widely disseminated at all company levels.