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## **QUALITY POLICY**

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The Management of HTS vacuum furnaces Srl is committed to pursuing a policy that places the customer and the continuous improvement of the system's effectiveness at the core of its activities. The customer assumes a central role in the successful completion of each individual order. It becomes, therefore, essential to thoroughly understand all the applicable requirements for the order, even in the pre-contract phase, and to develop products that meet these requirements. The Management is particularly attentive to the continuous professional development of its employees and deems complete involvement of all company functions fundamental to optimize the interaction between various processes.

## **ENVIROMENTAL POLICY**

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The Management of HTS vacuum furnaces Srl is fully aware that a responsible economic strategy addressing environmental issues arising from its activities is crucial for its success and customer satisfaction.

The Environmental Policy is a necessary guideline to set environmental objectives. HTS vacuum furnaces Srl also recognizes that the continuous improvement of its environmental performance can lead to significant commercial and economic advantages while simultaneously meeting expectations for environmental improvement in the territorial context in which the company operates.

Therefore, HTS vacuum furnaces Srl is committed to pursuing a policy of continuous improvement of its environmental performance, minimizing any negative impact on the environment from its activities where technically possible and economically sustainable.

HTS vacuum furnaces Srl is committed to protecting the environment and preventing its pollution through constant monitoring and control of all activities.

The Management is committed, as far as possible, to the use of sustainable resources, mitigating the impacts that the activity may have on the ecosystem, and respecting biodiversity

## **SECURITY POLICY**

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HTS vacuum furnaces Srl has assessed the Safety and Health situation in the work environment within the framework of preventing accidents and occupational diseases and it has resolved to implement a policy regarding Safety and Health in the work environment that is appropriate to the nature and scale of the company's risks, to be considered in the organization of its activities.

The company has always been deeply concerned about providing appropriate and targeted training to its employees, for this reason, it promotes on-site training courses, where feasible, to ensure specialized and personalized learning in the work environment.

The Management promotes actions to ensure that:

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- All individuals within the company organization are aware of the Safety Policy and are adequately trained and sensitized to the preventive measures and protection to be adopted in the work environment
- All individuals are involved in maintaining and improving the SGI through direct communications with the DG or through the RSPP and RLS

The above is achieved through:

- Compliance with current laws and regulations.
- Prioritizing the safety and reliability of the services provided by HTS vacuum furnaces Srl and their related processes.
- Preventing non-conformities and work-related accidents.

The Management is committed to allocating the necessary resources and playing an active role in promoting and guiding all activities that influence the Safety and health of workers, through the dissemination of the concepts presented here at all levels and the verification of the results obtained.

To achieve these policies, the following objectives must be pursued:

- Ensuring an optimal flow of communication within and outside the company.
- Promoting the involvement of staff and their representatives in participation and consultation in the search for proposals to solve safety issues, aiming at continuous and constant improvement of processes, services, and working conditions.
- Maintaining a commitment to eliminate hazards and reduce risks to the Health and Safety of workers.
- Maintaining the Integrated Management System in accordance with ISO 9001, ISO 14001, and ISO 45001 standards.
- Promoting and implementing programs for training and qualification of personnel at all levels to optimize the growth process of human resources, which constitute the most significant investment of HTS vacuum furnaces Srl.

Mozzanica, 30.09.2023

The General Management

The Responsible for the Integrated Management System