

## **Subject: Annex E, Rev. 1 - Policy for Quality, Health and Safety**

Itema Group is a multinational company at the top of the global mechanical textile industry. It is specialized in the production and marketing of high-performance weaving machinery, spare parts and support services to the industries.

Founded in 1967 by Gianni Radici and still today part of the Radici Group Itema thanks to its futuristic vision has been able to keep up with the times. With a strong tradition of excellence in its sector Itema is today, as never before, oriented towards the future in order to compete in an increasingly complex market and to offer its customers not only products but also solutions.

From this derive the values and objectives that drive the choices and actions of Itema Management shared by all levels of the company:

- **DIGITIZING.** Preventive maintenance, remote assistance but also smart work and data-driven approach. These concepts are now an integral part of the company philosophy whether it is product or process implementation.
- **INNOVATION.** The ability to anticipate customers' needs, proposing not only technologically advanced machinery but complete solutions that maximize the re-investment of the customer.
- **RELATIONSHIP.** Itema is an ecosystem made of people, history, supply chains, customers. The use of the past and the experience of partnerships is the first step to build a better future. We are aware of how many realities, companies and families are around Itema and the respect of this drives us to improve.
- **SUSTAINABILITY.** What we do today reflects on the world we will leave to future generations. This is why Itema is increasingly committed to reducing waste and creating weaving solutions that can make a difference for the entire sector.
- **SAFETY AND ETHICS.** We believe that providing our employees a safe working environment based on equal opportunities and the guarantee of working in complete safety is not only our duty but a moral imperative.

Based on these concepts Itema, in accordance with UNI EN ISO 9001:2015, has analyzed the internal and external factors of the context and the needs of stakeholders in order to better understand what are the risks that may affect the achievement of the objectives fixed.

At the end of the accurate analysis work, the Direction follows the concepts expressed above through the adoption of the following measures:

- targeting customer satisfaction and customer loyalty as indicators of business success, ensuring timely and effective after-sales service and the development of advanced and digitized weaving solutions;

- work constantly to optimize costs and minimize waste, adopting sustainable choices and focusing on sustainability as a driver in the development of its products;
- improve business results in order to ensure continuity and solidity to all stakeholders involved: from our employees, to our suppliers, to our shareholders; implementare e rafforzare la partnership con fornitori strategici;
- promote the corporate image by consolidating and increasing market share;
- work together to achieve the set goals;
- declare and document the commitment to constantly refer, in addition to current legislation, to national and international corporate standards, to recognized technical standards, to good practice techniques and to any other provision recognized and signed by the Company, which is suitable to ensure the achievement of the highest levels of safety based on technical progress;
- refer to the Ethical Code adopted by the Company as a reference point for choices, behaviours, activities;
- elevate the culture of quality and safety in the operational staff, involving them in the knowledge of the importance of their activity and acting on the awareness.

The Policy for Quality, Health and Safety is examined during the Management Review and, if necessary, updated. It is published on the company intranet available to all employees and can be also consulted on the Itema website.



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CEO Itema Group