

General Director
Igor Higer

VIMETCO EXTRUSION SRL CORPORATE POLICY

VIMETCO EXTRUSION SRL is a performance-oriented business organization. Achieving this goal requires **VIMETCO EXTRUSION SRL** to systematically provide satisfaction to its main stakeholders: customers, employees, shareholders, local community, local and central authorities, while respecting the principles of technology by implementing a quality system in accordance with ISO 9001:2015.

Defining and understanding the external context is based on information in the field of legal, technological, cultural, social, economic, competitive and market regulations, whether international, national, regional or local.

The main objectives of the organization are the following:

- Protect the environment by preventing and controlling pollution, managing resources, materials and waste in the spirit of sustainable development.
- Develop an organizational culture that recognizes the importance of quality, environmental protection and occupational health and safety of staff.
- Develop the organization's activities, processes and products in such a way as to ensure that the sources of pollution associated with them are reduced or eliminated, energy and natural resources are saved, hazards are eliminated and OHS risks are reduced.
- Identify and manage our processes that impact social responsibility.
- Prevent the use of child labor, discrimination of any kind, disciplinary practices and abusive behavior, discourage the use of child labor, improve the health and safety conditions of employees and ensure their freedom of collective bargaining and association.
- Ensure a safe and healthy working environment for all our employees, appropriate to the nature and health and safety risks identified.
- Efficient use of all the organization's assets to achieve the organization's objectives.
- This policy takes into account the need to be competitive, constantly checking customer requirements by maintaining a high level of quality, using calibrated and well-maintained equipment at a level that respects all the rules of professional ethics.

Within the quality system, the main lines of action for achieving the objectives stated are as follows:

- All Directors, Managers and Coordinators are responsible for ensuring that all employees can perform their work properly and check their actions according to instructions.
- Management encourages and assists in training and qualification of employees to raise awareness of quality and work ethics. The company is committed to allocate resources, infrastructure and skilled manpower to carry out actions related to the implementation of the quality policy.
- Continuous improvement of our activities, processes and products, energy, environmental, occupational health and safety performance, and asset efficiency.
- Reduce costs and manufacturing cycles.
- Strict compliance with all legal regulations applicable to our company's activities.
- Orientation of the development of technological processes towards the best available technologies in terms of product quality, costs, occupational safety and health, energy efficiency and environmental impact.
- Optimize processes and technologies to reduce energy consumption and exploit opportunities to improve energy performance.
- Our processes are clearly defined. They are planned, monitored, evaluated and constantly improved. Documented controls help ensure and communicate the execution of all essential actions necessary for this purpose.
- Recognizing employees as a strategic resource, ensuring respect for their rights and promoting professional and personal development.
- Consultation and involvement of workers and/or their representatives so as to harness their knowledge, information and creative potential in the development of management processes and systems.
- Protect workers from retaliation when reporting incidents, hazards, risks and opportunities.
- Support the establishment and functioning of Health and Safety Committees.
- Waste management with a view to economic efficiency objectives as well as reducing pollution and conserving natural resources. We act in accordance with the principle "**Avoidance at the expense of recycling**" and "**Recycling at the expense of ecological disposal.**"

- We assess the impact that our processes, machines, facilities and products have on the environment by adopting a "full life cycle". To this end, we promote environmentally oriented product development in accordance with international standards and consider environmental aspects when making investment, purchase and sales decisions or when making a facility.
- We monitor and analyze the most significant environmental aspects in normal and emergency conditions and ensure that our location harmonizes with the surroundings.
- Minimize the risk of accidents associated with work processes that are carried out within the organization.
- We monitor the quality of processes through regular audits to achieve continuous improvement of our quality management system and to involve our suppliers.
- Monitor and evaluate performance indicators through KPIs. The environmental, social and quality policies are reviewed and updated regularly together with Company, Quality Manual involving all relative stakeholders. Any change or update is communicated internally to the VE employees and externally to involved parts.

The company, through each department, will ensure the supervision of the proper implementation and follow-up of the commitments assumed within this policy. Also, the company will promote and stimulate, among the suppliers and other entities with which it collaborates, the adoption of behavioral principles compatible with those defined in this policy.