

We build our work on mutual trust=legibility. We show respect for people and the environment. Our integrity must never be called into question. We ensure that trust is the basis for our cooperation, acting in an honest and integral manner. We firmly reject unfair practices and do not tolerate corruption and unfair competition. We create trust through our being transparent and sincere.

In carrying out its activities, our organization focuses its attention on the research of new products and technologies and on the acquisition of new orders in full compliance with the principles of environment and health & safety, as essential values and reference in its actions, constantly committing itself to:

- guarantee the high quality of the products produced, proposing new solutions and applications of its know-how;
- assessing the risks and opportunities for improvement related to the implementation and research of new technologies and products to be placed on the market;
- guarantee working environments that comply with health & safety regulations;
- ensure work processes that comply with environmental regulations and reduce waste;
- to encourage the maximum participation of its employees and collaborators in the actions of continuous improvement, prevention and identification of sources of risk and environmental impact;
- inform and train all its collaborators, at the different levels of responsibility in the organization, to achieve customer satisfaction, to comply with applicable environmental, health & safety and hygiene standards, training workers to react even in case of emergency conditions, thus reducing any harmful consequences for the organization.

These commitments can be achieved through the definition and achievement of specific purpose and targets that take into account the following general goals that the Company Management intends to achieve:

- a. definition of the context within which the organization operates by assessing the possible risks and opportunities of the activities carried out;
- b. to guarantee the constant observance of customer's requirements, of the applicable laws and standards as well as of any non-compulsory agreements to which the Company has decided to subscribe;
- c. ensure a careful and constant identification and assessment of all risks referred to management and production processes, for the environment and the health & safety of people by implementing appropriate preventive measures to reduce the magnitude;
- d. define and implement procedures and working methods to ensure:
 - full compliance with the requirements of the final product;
 - the health & safety of persons working for and on behalf of the Company;
 - prevention of the onset of occupational diseases;
 - reduction of energy consumption and significant environmental impacts.
- e. guarantee the efficiency, reliability and safety of the machines, equipment, infrastructures and plants used, both considering the technological opportunities available at the time of purchase and guaranteeing the appropriate control and maintenance measures;
- f. to obtain maximum collaboration from personnel in optimising and improving performance through communication, information, consultation, participation, training and surveillance activities;
- g. promote collaboration and cooperation with its suppliers of products, activities and services in order to ensure final customer satisfaction, respect for the environment and health & safety through evaluation, selection, communication, information and surveillance procedures;
- h. managing possible accidents, injuries, occupational diseases, emergencies and non-conformities, through the investigation and analysis of the causes and the implementation of actions of intervention, mitigation, correction and prevention;
- i. adopt appropriate evaluation and monitoring systems for the Integrated Management System to ensure its effectiveness and continuous improvement.

We as Gronbach believe that the process of seeking continuous improvement can only be triggered through the involvement of all employees who work in the Company: therefore, all levels of the Organization are required, to comply with the provisions of both Integrated Management System and Organizational and Management Model.

Laag, 01.05.2021, CEO

IMB

