

CORPORATE SOCIAL RESPONSIBILITY AND QUALITY POLICY

For Motor Power Company, the expression **Quality, Safety and Environment** is not just the synthesis of an integrated system of company policies, launched back in 1997, but rather a belief in the values that form the basis for the **company culture and management**.

This System is now formed of three certifications:

- ISO 9001 ed. 2015, guaranteeing a quality system applied at the company since 1997
- ISO 14001 ed. 2015, confirming the company's and staff's focus on sustainable behaviour
- ISO 45001 ed. 2018, establishing an essential focus on staff and workplace safety.

Alongside this system, Motor Power Company has added an **Organisation, Management and Control** model and a **Code of Ethics**, known in short as Organisational Model 231.

The adoption of this organisational model and code of ethics shows the **company's willingness** to ensure proper, transparent conditions in running its business and company activities. This initiative has been undertaken in the belief that compliance with this Model can form a valid tool for raising awareness among everyone who works in the name of and on behalf of the company, so they behave properly and honestly when doing their jobs, both at and outside the company.

The company policy is completed by joining the **ECOVADIS** platform for its annual **Corporate Social Responsibility** assessment.

This document sets out the Company Quality, Environment, Safety and Social Responsibility Policy:

The goals are:

- To implement an internal communication system that involves all employees, both in everyday operations and plans for improvement
- To comply with regulatory requirements in terms of Quality, Safety and the Environment
- To create a company culture that aims to safeguard the environment and to protect safety and corporate social responsibility by involving the stakeholders concerned, giving them the appropriate means and knowledge

QUALITY

- To provide customers with better products and increasingly useful technical support so they can properly use and manage the products
- To monitor suppliers so we can check their performance, focusing on their complete involvement by continuing to increase their loyalty with a view to specialist skills
- To use a Risk Management methodology to implement increasingly effective and realistic plans for improvement

ENVIRONMENT

- To reduce pollution by cutting waste and encouraging recovery and recycling of materials
- To prevent and avoid accidents that might damage the environment
- To adopt solutions, wherever possible, that help save energy, both during the production cycle and in building products, while carefully assessing the product's life cycle
- To reduce our carbon footprint by 50% within 2025
- Manufacturing and working procedures oriented to energy efficiency
- Sustainable purchasing for environment, society and territory
- Design of safe products with the lowest possible impact on environment

SAFETY

- To select suppliers and contractors who work together to create a safer company environment, performing jobs safely and looking for better solutions together
- To prevent and avoid accidents that might be dangerous
- To involve staff in reporting, solving and prevention by using the near-miss methodology
- Healthy and safe work place

CORPORATE SOCIAL RESPONSIBILITY

- Motor Power Company wants to be a fair, inclusive company, welcoming people of all ages, cultures, social backgrounds and genders and offering everyone equal opportunities
- To see its employees as a strategic resource, ensuring respect for their rights and promoting their professional and personal development
- To contribute towards sustainable development, including the health and well-being of the company

The construction of the new Building in Reggio Emilia, which is scheduled to be completed in autumn 2024, will certainly go towards the previously mentioned values, as it will be built with cutting-edge concepts and systems, all aimed at Corporate Sustainability.

In addition, in order to keep up with an increasingly complex and changing context, it is necessary to embrace change with speed and agility, putting in place our payoff "See it before it happens" which includes, precisely, all the principles and commitments signed here.

Motor Power Company is committed to letting all employees know about its COMPANY POLICY and to circulating it outside the company through the usual forms of communication, such as bulletin boards, the website and the Intranet.

To ensure that the provisions of the aforementioned management systems are followed, monitored and updated, the role of Motor Power Company's Quality, Environment and Safety Manager has been entrusted to *Gianni Furlani*, who will report directly to the Company Management.

Motor Power Company understands the need to continuously improve its quality, environment, safety and corporate social responsibility performances, while also ensuring that all parties concerned are satisfied.

Motor Power Company
CEO and General Manager
(Mr. Christian Grandi)



Castelnovo Sotto, 23 November 2023