

## Corporate policy

### MISSION

To continually work towards improving the quality of our products for the benefit of our customers.

### VISION

To increase our company's visibility in the international market for its technical skills and culture of innovation.

### THE CUSTOMER

To continually improve customer relationships by developing an in-depth understanding of the products and applications they use in their specific market segment.

### TRUST

To develop positive and transparent relationships with everyone who deals with the company based on trust and mutual interests.

### COMMUNICATION

To foster effective and consistent communication inside the company and with its stakeholders.

### FORESIGHT

The foresight to pursue strategies aimed at guaranteeing the company's continuity and growth.

### LOOKING BEYOND

The vision to foster rapport with market-leading customers and suppliers recognized for quality and innovation.

### OUR TEAM

Taking care of the growth and safety of each person associated with the company and of their function within the company.

### ALWAYS IMPROVING

Always improving by undertaking ambitious initiatives.

### SHARED LEADERSHIP

To develop a company structure that values shared leadership.

### GRATUITOUSNESS

Gratuitousness, in order to foster an attitude of commitment motivated not exclusively by self-interest.

### COMMUNITY

A cherishing of community so that all employees can pursue their heritage and generate value for the region and nation.

### THE ENVIRONMENT

A cherishing of the internal and external environment.

### SUSTAINABILITY

Sustainability that accounts for the impact of projects and activities on the environment, so as to improve the lives of future generations.

## Declination of corporate values in quality, environment and safety policy

### Quality policy

The quality of the products is pursued in terms of satisfying the customer's needs throughout the production process.

We consider it strategic to promote a culture of innovation through the implementation of cutting-edge technological solutions and collaborations with universities and research institutions.

The primary objective of our company is the satisfaction of the explicit and implicit needs and expectations of all stakeholders.

We base relationships with customers and suppliers on trust and consider them strategic partners in continuous improvement activities.

Quality is also pursued through constant and transparent internal and external communication.

We are attentive to market demands and driven to anticipate their needs. To ensure business growth and continuity, we never stop improving our products and processes.

Starting from a profound culture of innovation, we work with partners who pursue continuous quality improvement through the definition and periodic verification of precise and challenging objectives to be pursued over time.

Company knowledge, made up of the skills and know-how accumulated by employees, is the company's most important asset and the fundamental lever for its development and continuous evolution.

We continuously develop and improve production technologies and are experts in the knowledge of the materials used: this allows us to offer the customer the most suitable technical solution.

The empowerment of people is a fundamental lever for the development and evolution of the company.

### Environmental policy

The quality of the products is pursued by considering the environmental sustainability of the production process.

The culture of innovation is expressed in the assessment of the environmental impact of each production process and in the definition of objectives and targeted improvement programmes.

The management undertakes to make customers aware of the adoption of procedures aimed at reducing their environmental impact.

We have policies and measures in place to ensure that contractors working on site on behalf of the company are operating in accordance with our principles of environmental stewardship.

We take all necessary measures, within the limits of technical feasibility and economic compatibility, to prevent or minimize any form of pollution.

We evaluate in advance the environmental effects and impact on employee health and safety of all new activities and new products and processes.

We promote continuous staff training/information to consolidate a culture of individual and collective behavior aimed at respecting the environment.

We continuously improve environmental performance, progressively reducing the negative impacts of the activities carried out, both internally and with contractors, considered strategic partners for continuous improvement.

We support the requests and expectations of employees in the environmental field and involve staff in environmental protection.

We comply with the laws and regulations on pollution prevention and environmental protection. We ensure cooperation with public authorities to establish and update emergency procedures in case of accidents with environmental impact.

We are committed to preventing pollution and mitigating the environmental impact of the activities carried out in our production sites. We comply with all legal provisions that concern us in environmental matters. We have a system for collecting and updating these rules, procedures and operating instructions that guarantee their application, as well as a system of periodic checks on the implementation of the provisions.

We are committed to preventing pollution and optimizing the consumption of energy, natural resources and raw materials, punctually analyzing the activities that may have negative environmental impacts. Management has the power to activate/manage and/or control activities and processes both on an economic basis and on the basis of environmental performance.

### Security policy

The quality of the products is pursued by respecting the regulations relating to health and safety in all phases of the production process.

The company favors the relationship with customers who are sensitive and attentive to the issue of workers' health and safety.

All workers are informed, sensitized and trained on company risks and those specific to their job.

VR employees receive a monthly newsletter containing a section dedicated to workers' health and safety.

The company undertakes to ensure that the entire corporate structure participates, according to its powers and responsibilities, in the achievement of the assigned safety objectives.

We promote the continuous training/information of personnel on health and safety matters.

The cleaning of workplaces, machines and systems and the design of comfortable work environments reflect the desire to implement continuous progress also in terms of health and safety.

Each of the employees manages their own activities also with the aim of preventing accidents, injuries and occupational diseases

Emerging security needs are addressed quickly, effectively and diligently.

All applicable laws and regulations are complied with, procedures are formulated and the company standards identified are followed.

Human, instrumental, and economic resources are made available to pursue the objectives of improving the safety and health of workers.