

AVIMATIC SRL's QUALITY POLICY (supplements the requirements for the Safety Policy)

Avimatic SRL, through the implementation of its **Quality Management System (QMS)**, strongly orientated towards aerospace and defence requirements, intends to pursue the **continuous improvement** and **growth** of its **BRAND** in its target markets by:

- ✓ **Meeting contracted performance commitments and metrics with ALL stakeholders** ensuring *On-Quality & On-Time delivery*;
- ✓ **Fulfilment of all requirements with obligatory compliance** as well as **those for which compliance has been decided**;
- ✓ **Leadership Commitment and Responsibility**: our leaders support product safety and prioritise it so that product-related activities receive the proper attention, time and resources, thus providing **full support** to customers who **supply critical products** on which people's lives may depend; everything we supply to our customers is our **PRODUCT** which is at the core of our customers' fundamental **VALUE** to operate in complete safety;
- ✓ **Maintaining and improving product safety**: we are committed to the continuous improvement of product safety and we actively engage in setting industry standards and best practices. We measure our performance and rigorously examine and solve safety-related problems, systematically integrating what we learn from these into our practices and processes. Everyone is encouraged to report any product safety issues.

The scope/area of application of the *Quality Management System (QMS)* remains the "**PRODUCTION of HIGH PRECISION MECHANICAL PARTS to CUSTOMER DESIGN**".

MISSION

To create sustainable and competitive value through innovation, improving business processes to provide products that meet all stakeholder needs and are able to fulfil commitments related to well-being (*health and safety for people and the environment*) **and sustainability** (ethical and social dimension).

VISION

To be the first choice of our customers, confident in our responsible support of their key role in providing value, safety and security for citizens, territories and strategic infrastructures.

The **QUALITY POLICY** adopted by **AVIMATIC SRL** represents the reference framework used by the **GENERAL MANAGEMENT** to set **GUIDELINES** and **STRATEGIC OBJECTIVES** such as:

1) **creating maximum sustainable profit** from the **expected outputs** of the **processes**, focusing **maximum attention** on **satisfying all CUSTOMER requirements**.

We carry out periodic reconstructions and characterisations of contexts and factors of relevance through the involvement of our **stakeholders**; starting with the **evaluation of the existing situation**, we want to channel the **past to future developments**, using the **present** as a **pathway** through the intersection of **opposing interests**.

For this reason:

- ✓ an accurate **risk analysis** allows us to plan **strategic objectives** for our **improvement actions**.
Some risks we are used to, such as **operational losses**, have unfortunately required (and will also require in the near future) **greater safeguards** and **greater tolerance** than in the past as a result of **emerging risks** which, coming from outside, are less **visible, manageable** and **controllable**. they are of an economic, environmental, social and technological nature; they will immediately be revealed in the higher part of the supply chain, the part related to supply processes.
If left unchecked, they in turn expose every part of the downstream process, with increasingly significant risks.
- ✓ We have a **process for controlling NON-CONFORMITIES**, implementing every effort necessary for their effective **correction** and the detection and removal of the root **cause** behind it;
- ✓ We support our customers in their **ambitious carbon zero programmes**. starting with their own production processes; **35 percent of our operations** are now **powered** by our **energy self-production programme**, from systems based exclusively on **photovoltaic technology (100 percent green)**, reducing greenhouse gas emissions into the atmosphere.
Climate change is affecting our operations, resources, supply chain management and consumer demand. We are therefore updating existing procedures to include climate-related factors and ensuring that our mitigation strategies are in line with sustainability goals;

2) Do not **compromise commercially** on the **QUALITY, SAFETY** and **REPUTATION** of our **brand**.

- ✓ We influence their value through our **daily work**, applying our **best practices** in everything we do; they represent the sum of **all our experience** and demonstrate our **unwavering commitment to safety, quality and integrity**.
- ✓ We manufacture our products to achieve a high level of safety consistent with their application, ensuring that we always meet or improve on relevant business, legal, regulatory and industry requirements. We assess worst case scenarios and put controls in place to meet the required safety levels throughout the product's life cycle and reduce safety risks as far as reasonably practicable. We assess how human and organisational factors can introduce product safety risks and use our understanding when setting our controls.
Our plan to **prevent the use of counterfeit/non-original or suspected counterfeit material** is constantly applied and reviewed; it includes the recording and review of work-related near-miss events, which could have led to a **FOD** or **safety** incident and which, only by chance, did not cause one.
Solid quality is an essential element of product safety and by following our own processes we ensure that our products and those of our suppliers conform to their specifications.

- ✓ **we take our responsibilities seriously;** the general management, in its leadership role, and the **code of ethics** which we implement, are our compass for *compliance*; doing our work with integrity is at the core of our values, remaining transparent with regulators, customers and with ourselves;

3) **Our history** begins with **our people**.

- ✓ **our heritage:** we are a **young company** with a **long history**. We proudly celebrate the legacy of those who came before us; their achievements have built a solid foundation for our brand.
- ✓ **our young people:** they are all under 30 and represent the **future of our company**. They come from the local community, facilitating the outflow and radicalisation of expertise from the organisation to the surrounding area.
- ✓ **our people: we ask them** to always bear in mind that the efficiency and safety of our work is “part of the whole”; that is, if each one of us contributes, even to a small extent, to
 - ✓ avoiding or reducing expenses and downtime, and to making their activities better and leaner;
 - ✓ reporting errors, accidents or risk factors not to apportion blame but to improve safety;
 - ✓ cooperating in the process of maintaining compliance with all applicable requirements and safety standards;
 - ✓ they will be contributing to a business result that today requires more and more efforts to stand out from the mainstream;

4) **ICT systems and information** are **essential resources** to support our strategic goals, but increasingly subject to **internal and external threats**.

effective management of information security is a **TOPIC**, necessary to ensure proper communication and **effective storage**.

We are committed to preserving the confidentiality, integrity and availability of all physical and electronic resources throughout the entire information life cycle, from acquisition/creation, through use, storage, transfer and disposal.

The protective actions we take are commensurate with the inherent risk of the information and/or its value.

5) We are **aware** that an **error-free culture is not forever**, which is why we are committed to providing **periodic** reinforcement to raise everyone's **awareness of** their role, ensuring adequate margins for error.

We work hard to ensure that everyone working at Avimatic shares responsibility for product safety and is aware of the safety implications of our actions.

Training is provided so that our staff understand product safety policy and processes and can fulfil their collective and personal responsibilities; that is why we make the responsibility for product safety clear and ensure that people understand what they are responsible for.

In **return we offer** a relationship of loyal cooperation, guaranteeing respect for workers' rights and the maintenance of a peaceful working environment by providing

- ✓ the right training to work safely and with the expected quality already at the *first run*;
- ✓ the right tools, properly calibrated for the job;
- ✓ Comfortable Working Conditions, Safety and Respect for the Environment, to ensure the 'comfort' of the workplace by applying *Human Factor* principles within the organisation;
- ✓ Feedback on individual and team performance;
- ✓ prizes and rewards for a job well done;
- ✓ increased motivation for people, resulting in:
 - ✓ an increase in the attention threshold, accuracy levels, and application;
 - ✓ reduction of labour frustration understood as non-explicit protest against unfairness or a situation perceived as such by the worker.

6) Our **supply** chain is not simply a chain of businesses; it is a **network of businesses and relationships** whose success is due to the management of the relationships established in it.

For this reason:

- ✓ We **have** and **apply criteria** for the evaluation, selection, performance monitoring and periodic re-assessment of external suppliers, based on their **ability to provide processes or products and services that comply with requirements**;
- ✓ **The organisation has put in place a process to identify and manage procurement-related risks.**
Procurement/purchasing process managers consider any deficiencies found in the supplier's Quality Management System as **primary risk factors**.
 - ✓ Suppliers with **high risk factors** may entail higher costs for Avimatic for the management of the supply, which does NOT argue in favour of **choosing** them;
 - ✓ Suppliers with **low risk factors** are synonymous with reliability, **favouring their choice**.