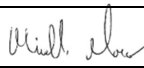


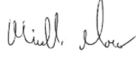


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Rev. 10

MISSION, VALUES, POLICY

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2 REVISIONS AND MODIFICATIONS

REV.	DATA	PARAGR.	AGG.	DESCRIZIONE VARIAZIONI APPORTATE I= inserimento, V= variazione, D= eliminazione
01	2012.12.20	TUTTI	I	PRIMA EMISSIONE DEL DOCUMENTO
02	2015.11.15	Seguenti	V	Attuazione AP 2012-11 del 2012.07.27 per integrare testo delle "politiche"
		4	V	Variazioni decise nel riesame del 15.11.2015 a seguito di acquisizione del ramo d'azienda da Pavarini Components S.p.A. relativo ai terminali a snodo
				Variati riferimenti societari e riferimenti al settore di attività
03	2017.05.09	Seguenti	--	Attuazione AP 2017-1 del 2017.05.09 per adeguamento documenti SGQ ai requisiti della norma UNI EN ISO 9001:2015
		7.4	V	Integrata parte finale del documento con riferimenti agli argomenti previsti ai paragrafi 4.1, 4.2, 6.1, 6.2 della norma UNI EN ISO 9001:2015
		7.4.1	I	Nuovo paragrafo con testo in lingua inglese
04	2018.05.23	TUTTI	V	Intestazione, Indirizzo
		5.3	V	Sedi dell'Organizzazione
05	2019.09.18	4.1	V	Aggiornato il Riferimento alla Certificazione 9001:2015
06	2023.03.01	TUTTI	V	Intestazione. Indirizzo
07	2024.01.15	TUTTI	V	Politica Integrata
08	2024.12.30	TUTTI	V	Aggiornato impaginazione
09	2025.01.07	7	I	Inserita la Partecipazione dei Lavoratori per la sicurezza e la segnalazione anche anonima
10	2025.12.22	7.1	I	Inserita promozione alla Sostenibilità

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3 TERMS AND ABBREVIATIONS, DIFFUSION

3.1 TERMS

The definition of particular terms eventually used in the text of the procedure is available in the document called "PA A0.4.3A ELENCO TERMINI E DEFINIZIONI "; in which the source of reference is always mentioned.

3.2 ABBREVIATIONS



The definition of any abbreviations eventually used in the text of the procedure is available in the document called "PA A0.4.4A LIST ABBREVIATIONS/ ACRONYMS ".

3.3 DISSEMINATION

PAVARINI COMPONENTS S.r.l. is committed to the dissemination of this document, its periodic updating and the provision of any possible tool that may favour its full application.

This document is distributed:

- to the internal roles defined in document " PA Q2.1.2A Distribution list internal documentation ";
- to the external recipients indicated in document " PA Q2.1.3A Distribution list of external documentation ".

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4 INTRODUCTION

PAVARINI COMPONENTS S.r.l. operates in the field of design, production and sale of rod ends for cylinders, in the various ranges to be used for specific applications in the industrial and agricultural fields, following the acquisition, which took place on November 1st 2016, of the company branch of PAVARINI COMPONENTS S.p.A.

Pavarini Components is the largest distributor of spherical joints, ball heads, bushings and supports for hydraulic cylinders and tyres in Europe, with its own brand present on all major markets. Production chains are located both in Europe and outside Europe.

4.1 MANAGEMENT SYSTEMS

The quality management system for the acquired production processes was certified in 1999 in accordance with UNI EN ISO 9001:1994 rule by the Certification Body TÜV Italia s.r.l. which confirmed this certification over the following years.

In 2002, the transition and subsequent re-certification of the Quality Management System according to UNI EN ISO 9001:2000 rule was implemented in the same field of application

In 2009 the Quality System was adapted to the requirements of UNI EN ISO 9001:2008 rule and certified in December of that same year.

From 2009 onwards, the certification of the Quality System is confirmed by periodic audits of maintenance and renewal by TÜV Italia s.r.l.

On the first of November 2016, the management of the Quality System was transferred to **PAVARINI COMPONENTS S.r.l.** which has activated the certification process for the new company.



In January 2017, with an audit by TÜV Italia s.r.l., the certification of the Quality System was confirmed on behalf of the company **PAVARINI COMPONENTS S.r.l.** with the issue of the certificate of conformity no. 50 100 13888 to the standard UNI EN ISO 9001:2008.

Since January 2017, the Quality System adjustment is underway to the requirements of the UNI EN ISO 9001:2015 rule.

In February 2018, with the audit of TÜV Italia s.r.l., the Quality System certification was issued in accordance with the UNI EN ISO 9001:2015 rule.

Currently the Pavarini Components Management System is in the process of integration also in accordance with UNI EN ISO 45001:2018, UNI EN ISO 14001:2015 and the CSRD EU 2022/2464 Corporate Sustainability Reporting Directive.

The Pavarini Components Management System complies with the European Directive GDPR EU 2016/679, as incorporated by D. Lgs 101/2018 amending D. Lgs 196/2003.

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5 MISSION

PAVARINI COMPONENTS S.r.l. aims to operate in accordance with the mandatory requirements and provide reliable products by progressively improving its ability to satisfy customers, respecting the "values" and "policies" defined by the Senior Management.

6 VALUES

The Management of **PAVARINI COMPONENTS S.r.l.** believes that the following principles are fundamental values for the entire Organization:

6.1 CENTRALITY OF THE PERSON

PAVARINI COMPONENTS S.r.l. promotes the full recognition and respect of the Human Rights of every Person

As a Customer or End User: paying attention to its objectives, its requests, its security, and involving it taking into account as much as possible suggestions; offering products and services in a continuous and regular way, while maintaining the necessary flexibility, in line with actual needs, at a competitive cost and economically justified.

As an Employee: promoting professional growth, rewarding the ability and commitment to improve; making more ergonomic workstations and paying attention to personal needs, facilitating internal communication and ensuring freedom of association.

As a Supplier: paying attention to its objectives, promoting the professional growth of its employees, always requiring as main conditions health and safety protection, the well-being of workers and investment in the ergonomics of workstations.



As a Society: paying attention to the needs of the local community and to the expectations of the Society.

6.2 SUSTAINABILITY

The products and services are designed, implemented and improved with an eye to environmental protection, reduction of ecological impacts, paying particular attention to the use of renewable resources and social sustainability, aiming at improving the level of well-being and inclusion of the community.

6.3 COMPLIANCE WITH REQUIREMENTS

PAVARINI COMPONENTS S.r.l. operates guaranteeing full compliance with the mandatory requirements: National Laws, European Regulations and Decrees, Specific Rules of the reference markets, Technical Rules, Voluntary Rules, Customer Requirements and Internal Procedures.

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6.4 **CONSISTENCY**

Strategies, policies and actions are in accordance with the mandatory requirements, institutional goals, established principles and shared values.

6.5 **TRANSPARENCY**

Communication with all stakeholders aims to be complete, timely and effective.

6.6 **EFFICIENCY**

Seek to optimise the quality of products and services and the result by using resources in an economically, socially and environmentally sustainable way.

6.7 **EQUALITY**



The commitment of the company and its employees to pursue the values set forth in the constant application of principles of moral rectitude and honesty and in full respect for the law, avoiding any form of favouritism or discrimination and preventing situations of conflict of interest.

6.8 **TECHNOLOGICAL DEVELOPMENT**

The company's commitment to evaluate, use and promote the use in the supply chain of technologies that reduce its social and environmental impact through carbon foot print assessments.

6.9 **SUSTAINABLE PURCHASING**

Promote the purchase of products and from suppliers with the highest rating of sustainability, all other conditions being equal.

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7 POLICY

7.1 INTEGRATED POLICY

PAVARINI COMPONENTS S.r.l. has as general references of its Policy:

- the conformity of products and services with the mandatory requirements and with the requirements defined in offers, orders and contracts;
- Customer satisfaction
- the compliance with obligations relating to product and service requirements, environmental aspects, health and safety requirements at the workplace and any other aspect of the activity to which such standards and obligations may apply;
- the involvement and valorisation of staff in achieving the objectives of the Organization;
- promoting awareness of aspects related to Climate Change and in particular the reduction of elements that can have a negative or accelerating impact on Climate Change such as CO2 emissions
- the collaboration with Institutions to contribute to the "sustainable development" of the territory
- the prevention, to be carried out also through appropriate "risk assessment" techniques, of qualitative non-conformity, of risks of environmental impact, of risks of damage for the personnel employed;
- the continuous improvement of the quality of products and services, environmental aspects, health and safety conditions at work, to be implemented also through working methods based on:
 - definition of measurable objectives;
 - development of improvement programmes in order to achieve them;
 - provision of adequate human, technical and financial resources;
 - a coherent verification system;
 - timely implementation of appropriate preventive corrective actions and risk analysis;
- the continuous improvement of the effectiveness of management systems, with periodic reviews by the Management, promoting their consistent and constant integration;
- the integrated evaluation of suppliers, as essential "partners" for the achievement of qualitative, environmental, social and health and safety objectives;
- the direct and constant commitment of the Senior Management to the implementation of the Quality Policy
- making this document available to the "public" and "interested parties".

- monitoring the various processes in order to define projects for continuous improvement of their performance;
- that the factors which may constitute grounds for customer satisfaction are identified and monitored, among which, as a priority: continuous improvement of the technical support service, timeliness of the estimate, improvement of quality standards, respect of delivery deadlines, cost containment in compliance with defined requirements;
- identifying ways to improve perceived quality
- devoting the necessary resources to the continuous improvement of customer satisfaction and process performance;
- the determination of external and internal factors relevant to the objectives and strategic directions pursued by **PAVARINI COMPONENTS S.r.l.** that influence its ability to achieve the expected results;
- the identification of stakeholders and their requirements relevant to the management system;
- the definition of specific commitments;
- the definition of measurable objectives, linked to commitments, and the identification of the related units of measurement;
- for each objectives, a numerical target is defined to be achieved, with the identification of the historical value, current value and expected value in order to implement a careful monitoring of the programme through audits to be carried out at pre-determined dates;
- the determination of certain risks and opportunities that need to be addressed in order to provide assurance that the management system can achieve the expected results, enhance the desired effects and prevent or reduce undesirable effects;
- the planning of actions to address risks and opportunities
- to reduce to the minimum possible the risks to the health and safety of workers by taking appropriate technical, organisational and procedural measures for their assessment and protection which are practicable in relation to the activities carried out;
- to create and maintain a safe and healthy working environment;
- communicating effectively with staff and provide them with all necessary information on the risks, if any, associated with their activities;
- to provide staff, also in order of increasing their awareness, with training and instruction suitable for determining appropriate behaviour:
 - the safe use of work equipment,
 - the correct use of personal protective equipment,
 - the proper management of anomalies and emergencies;

- promote worker participation in risk assessment processes and in identifying solutions that improve safety and ergonomics
- encourage the emergence of behaviors that may compromise safety at work, including through anonymous reports (whistleblowing), using the suggestion box in use for ideas for improvement.

-----END OF DOCUMENT