

COMPANY POLICY

For Quality, Environment, Energy Efficiency, Health and Safety at Work

Lovato Electric SpA documents through the Company Policy the commitments undertaken for a lasting success and in order to achieve the full satisfaction of all its stakeholders.

Lovato Electric SpA ensures information and resources necessary to achieve goals and targets and defines the following principles.

Governance

- Maintain **ethical principles** in all its activities (eg. fairness, honesty, legality, non-discrimination).
- Respect **compliance obligations**, legal requirements and all other requirements voluntarily signed by the company.
- Reach ever higher product and service **quality** standards.
- Keep a constant focus on the opportunities offered by **new technologies and software** (Industry 5.0) and by the **supply world**.
- Improve **customer satisfaction** by respecting the commitments undertaken (with particular attention to the service level) and exceeding their expectations.
- **Monitor and improve continuously** activities, processes, systems, performances, products and services allowing the company to become increasingly resistant to any eventual upcoming market crisis and “reactive” to pursue market changes, through the detection of the **risks and opportunities** which may influence the results and the establishment of actions proportional to the consequences.

Human capital

- Ensure **safe and healthy working conditions** during processes design, through the elimination or reduction of health and safety risks for employees and the promotion of every precautionary measure to prevent accidents occurrence which could compromise the safety of employees.
- Determine, plan, implement and communicate the **corporate purposes** setting up a work environment that involves, supports, values and motivates each **employee**.
- Develop the ability to attract the most talented people through the company acquaintance in the area, the collaboration with schools and research institutes.
- Encourage employees participation and consulting.
- Enhance the company’s **human capital** through training courses consistent with organizational and business objectives.

Sustainability

- Promote the purchase request of energy-efficient products and services.
- **Prevent pollution** from all activities, minimizing the environmental impacts and protecting the **environment** throughout the product life cycle.
- Develop a culture for **environmental protection and safety** through a strong awareness of employees, customers and suppliers on energy saving, waste collection and prevention of risk situations for health and safety.
- Consider improving **energy performances** when designing technological systems (**ecodesign**).

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