



The Management of GTS S.p.A. establishes, adopts, and communicates at every level of its organization an integrated QSAE policy (Quality, Safety, Environment, Ethics, and Sustainability). This policy is designed to synergistically integrate the requirements related to quality, safety, environment, as well as corporate ethics and social and environmental sustainability principles. It serves as the guiding principle for defining and achieving measurable and ambitious objectives. The policy is subject to periodic review during Management Reviews to assess its continued appropriateness, adequacy to internal and external needs, and consistency with regulatory developments and stakeholder expectations.

QUALITY POLICY

The company management considers the quality of its products and services to be of prime importance, and these must be supplied in compliance with design and/or technical specifications requested by the client.

The supplied products result from proven experience, including design simulations, testing, and a continuous commitment to improvement, aiming to satisfy increasingly quality-conscious customers.

Therefore, the company has chosen to pursue quality objectives with the support of methodologies and tools integrated into a Quality Management System (QMS) compliant with UNI EN ISO 9001 standards. This system focuses on prevention, continuous quality improvement, and now includes enhanced incoming inspections. These controls involve a more thorough evaluation of suppliers, stricter checks on raw materials and acquired components, and the implementation of high-quality standards from the early stages of the production process.

In defining the objectives for quality, the management has taken into consideration:

- internal and external factors which may influence the capacity of the company to reach its objectives;
- the criteria for the assessment of risks and the opportunities identified;
- the systematic re-examination of risk assessment as an important strategic instrument for the company.

The main tools for achieving these objectives include:

- making continuous improvement of quality a strategically important instrument for the company;
- to define clear procedures in order to quickly satisfy every single requirement from existing and potential clients;
- strengthening collaboration with external suppliers, focusing on continuous improvement of procurement processes, including ESG performance evaluation;
- encouraging customer collaboration through:
 - continuous improvement of sales and delivery processes (and refining related services);
 - monitoring and improving customer satisfaction using indicators such as complaints, non-conformities, suggestions/expectations, and implementing feedback collection systems.
- ensuring that projects and products meet customer requirements in compliance with applicable standards, technical/legal regulations, and relevant sustainability criteria;
- maintaining conformity and the recording in QMS documentation of the activities necessary in order to guarantee the quality of designs, products and company processes;
- recording activities which are planned from within the company, contractually requested and imposed by current regulations;
- promoting and encouraging continuous staff training, with a particular focus on quality, safety, environment, and sustainability topics, and to render collaborators aware of their responsibilities;
- encouraging the participation of company personnel in the application and improvement of the QMS;
- maintaining a positive and collaborative work environment, promoting teamwork and effective communication.
- seeking the proactive collaboration of external suppliers, partners, clients and other interested parties in the definition and resolution of problems regarding the quality of designs, products and services, considering ESG aspects;
- continuously implementing and improving the applied quality system with the aim to provide excellent service while considering the environmental and social implications of our activities;
- guaranteeing that the same is formulated in consideration of internal and external factors which influence its context as well as the expectations of interested parties, and relevant ESG requirements for our sector.

WORKPLACE SAFETY POLICY

The management of the health and safety of the workforce is founded on the involvement of all employees and is based on the principle that the concept of prevention must be part of any working activity, right from the initial stages. The aim of the company is to protect those who operate within the organisation, reducing the risks related to working activities at source, reducing the probability of accidents and guaranteeing the efficiency of any responses to internal or external emergency situations. Company management is committed to seeking the improvement of the health and safety of workforce seen as a fundamental component of its activities and as a commitment which is of strategic importance with regards to the company’s more general objectives, rendering all the resources necessary for the achievement of said result available.



Objectives: in order to pursue the set objectives, the company intends to:

- implement, monitor and improve safety aspects regarding activities regularly carried out;
- pay due attention to aspects of safety in the event of the definition of new activities or the revision of existing ones;
- train, inform, raise awareness and a sense of responsibility among all workers with regards to safety in the workplace;
- involve the entire company structure - each component for their own roles and responsibilities - in the reaching of safety objectives in order that:
 - company management is focused on preventing accidents, injuries and professional illnesses;
 - work areas and all company organisational procedures are aimed at the monitoring of hazards to health and safety, and the protection of the health of workers, company assets, third parties and the community in which the company operates;
 - all workers are informed about company risks and are suitably trained and updated on specific hazards regarding the duties carried out;
 - cooperation both internal and external to the company with regards to safety in the workplace is promoted and developed;
 - activities are compliant with relative legislation and regulations on a European, national, regional and local level, as well as with company standards;
 - emergency situations are managed according to established procedures;
 - personnel are aware of client and supplier procedures regarding safety.

ENVIRONMENTAL POLICY

GTS aims to maintain and develop a proactive policy to raise awareness throughout the organization regarding environmental management and sustainability. The company intends to transparently communicate significant environmental aspects externally using appropriate information channels, including progress in environmental performance (E).

To achieve these objectives, the company intends to:

- Design and manage the production of machines, special equipment, and components to minimize environmental impact throughout their lifecycle, from production to control, packaging, transport, use, and disposal, promoting circular economy principles.
- Prevent pollution, reduce resource consumption (materials, fuels, energy), commit to recovery and recycling where possible instead of disposal, and promote the use of renewable energy sources.
- Modify the impact of products and business processes on humans and the environment by:
 - Fully complying with legal environmental requirements.
 - Rationalizing the use of facilities, resources, materials, raw materials, and substances considered hazardous to the external environment, promoting more sustainable alternatives.
 - Using the best available technologies at affordable costs, focusing on energy efficiency and emission reduction.
 - Energy savings.
 - Ensuring projects and products meet customer requirements and fully comply with applicable standards, technical/legal regulations, integrating eco-design principles and lifecycle assessment.

INTEGRATION OF ESG REQUIREMENTS

GTS S.p.A. recognizes the growing importance of Environmental, Social, and Governance (ESG) factors in creating sustainable long-term value. Therefore, this integrated QSAE policy includes the following specific commitments:

- Environment (E): In addition to the Environmental Policy, we commit to monitoring and reducing our greenhouse gas emissions, managing waste responsibly, preserving natural resources, and promoting biodiversity in our operational areas. We will consider the environmental impact of our suppliers and encourage more sustainable practices throughout our value chain.
- Social (S): We commit to fostering an inclusive and diverse work environment, ensuring equal opportunities, respecting human and labor rights, investing in employee training and development, promoting worker health and well-being, and contributing positively to the communities in which we operate. We will also evaluate the social impact of our products and services.
- Governance (G): We commit to maintaining the highest standards of corporate ethics and integrity, ensuring transparency in our operations, promoting responsible governance, and actively engaging stakeholders in our decisions. We will adopt effective internal control systems to prevent corruption and ensure regulatory compliance.



Communication of the Integrated Corporate Systems Policy

Therefore, in order to pursue the quality objectives set, the management undertakes to:

- support, communicate and render understandable the QSAE Integrated Corporate Systems Policy, providing personnel with access to the manual, the procedures and the operative instructions and promoting targeted actions for training, engagement, and awareness actions on QSAE topics;
- communicate, where appropriate, the QSAE Integrated Corporate Systems Policy to stakeholders, including customers, suppliers, institutions, and the local community, ensuring transparency in our sustainability commitments;
- defining measurable and specific objectives for each function, providing the necessary resources for their achievement, and monitoring progress, including relevant ESG indicators;
- systematically reviewing the policy and objectives for quality, safety, environment, and sustainability, as well as associated risks and opportunities, and, if necessary, defining new objectives and/or modifying actions to reduce failure risks and continuously improve our ESG performance.

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Managing Director

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