



## Quality, Environment and Equality Policy

COMPATECH aims to establish itself as a qualified company in the field of marketing and management of the production of sheet metal and die-cast articles in aluminum and zinc alloys, manufactured according to customer specifications. COMPATECH's primary mission is customer satisfaction.

Being chosen and appreciated by customers means excelling in:

Reliability, Quality, Price, Service

COMPATECH's policy also includes monitoring and considering all relevant requirements of its stakeholders.

To achieve these objectives, COMPATECH is committed to supporting the following activities:

- Promoting and disseminating a corporate culture focused on Quality and continuous improvement
- Achieving customer satisfaction through the provision of high-quality products and services
- Promoting actions aimed at reducing the gender gap in areas considered most critical
- Improving the Integrated Management System for Quality, Environment, and Gender Equality in accordance with the requirements of UNI EN ISO 9001, UNI EN ISO 14001, and UNI/PdR 125:2022

In addition, the Company is committed to ensuring:

- Compliance with sector regulations and all applicable laws and mandatory requirements related to product quality
- Compliance with applicable legal requirements concerning Health, Safety, and the Environment
- Commitment to environmental protection, pollution prevention, reduction of greenhouse gas emissions, and continuous improvement of the integrated management system in order to enhance environmental performance related to its activities

This Policy is communicated and disseminated to all stakeholders in order to promote awareness at every level of the organization.

Each year, during the Management Review, an Improvement Plan and a Strategic Plan are defined and communicated to department managers.

These plans establish the objectives to be achieved during the year for the implementation, maintenance, and development of the Integrated Management System, in line with the principles expressed in this Integrated Policy, identifying the necessary resources and the targets for improvement.

Furthermore, the Management is directly involved in the coordination and monitoring of the Integrated Management System in order to ensure that the expected results are achieved and to promote continuous improvement, the process approach, and risk-based thinking.

MASSALENGO 22/10/2025

The Management