



The Tecnogomma Group (Tecnogomma International SpA, Deagom Srl, Gomatec España SLU) identifies its corporate mission as pursuing the full satisfaction of the needs and expectations of all parties involved in its activities.

In an increasingly demanding and globally complex market situation, the company's vision is to produce rubber items that can not only satisfy, but anticipate and exceed the requirements of the strictest international regulations in the various sectors of use.

The Tecnogomma Group has always made the quality of its products a strong point which, together with its attention to environmental, health and safety aspects, has led the company to adopt Management Systems according to UNI EN ISO 9001, IATF 16949, ISO 14001 and ISO 13485.

The Management is confident that the integrated company management system, increasingly shared and participated in by the entire Tecnogomma staff, can guarantee the achievement and maintenance of the following objectives:

- 1) Ensuring the satisfaction of all its stakeholders
- 2) Satisfying customer needs with an increased focus on quality and service
- 3) Promote a proactive and innovative approach towards the customer, directly involving all stakeholders in the generation of ideas through our corporate know-how
- 4) Efficiency and improvement of every single production process
- 5) Ensuring a rewarding, pleasant working environment where personal growth is guaranteed
- 6) Promoting the increasing involvement of employees, in order to increase their motivation and awareness
- 7) Promoting leadership to the responsible functions, with the aim of achieving the established macro-objectives
- 8) Adopt a behaviour that is Ethical and Social and free of any discrimination
- 9) Comply with mandatory Safety, Health and Environmental requirements
- 10) Voluntarily implementation of the "ESG Report", with the aim of highlighting the actions and impacts generated in a transparent and responsible manner.
- 11) Extend corporate principles and requirements to the supply chain
- 12) In the area of technological innovation, orientate purchases towards technologies that provide for the reduction of environmental impact and aim to reduce waste
- 13) Maintain a clear, transparent and effective level of communication, internal and external.

This Policy is communicated to Group staff and made available to all interested parties through publication on the company website: www.tecnogomma.com.