



INTEGRATED POLICY

QUALITY, ENVIRONMENT, SAFETY AND ETHICS

Our "Corporate Mission" is to produce and market wiring and overmolded products for various industrial sectors and to be recognized as a benchmark in terms of customer orientation and effectiveness, in compliance with current legislation

To this end, the ownership of CDS Srl, sensitive and fully aware of the implications related to the concept of "quality, environmental protection, social responsibility, and workplace safety" arising from its activities, recognizes that a strategic economic responsibility is essential for the success of the organization, for customer satisfaction, and for the satisfaction of all Stakeholders.

Therefore, CDS defines an integrated system of corporate values and is committed to pursuing a policy of continuous improvement of its performance, minimizing, where technically possible, the dangers to the environment, society, and people arising from the development of its activities, providing the necessary resources available to ensure compliance with quality, environmental, safety, and social standards and to operate with reference to the standards IATF 16949:2016, UNI EN ISO 14001:2015, UNI ISO 45001:2018, and SA8000:2014.

This Policy, in line with the Company Mission and Values, is based on a set of principles to which strategies and objectives refer.

CORPORATE VALUES IN THE INTEGRATED MANAGEMENT SYSTEM:

- Customer satisfaction;
- Satisfaction of the expectations of all stakeholders (Workers, Owners, Suppliers, Partners, Institutions, Customers, Community);
- Protection of company's assets in terms of availability and integrity;
- Safety and healthiness of the working environment;
- Preservation of the environment affected by the company's activities by reducing the ecological footprint;
- Satisfaction of its workers and the promotion of the culture of social responsibility as also indicated in our code of ethics;
- i principi etici come parte critica della propria attività, considerandoli elementi primari nella valutazione delle prestazioni aziendali;

COMPANY OBJECTIVES IN THE INTEGRATED MANAGEMENT SYSTEM:

The corporate values are achieved through the attainment of the following objectives and strategic guidelines:

- Implement and maintain an effective Integrated Management System, defining indicators that consider quality, environment, and occupational health and safety aspects;
- Analyzing the organization's internal/external context, reviewing the expectations of interested parties, related risks and opportunities, and adjusting the respective improvement plans accordingly;
- Develop appropriate actions aimed at mitigating threats or maximize opportunities through integrated objectives and goals;
- Promote initiatives to monitor and improve customer satisfaction levels;
- Constantly seek to optimize the effectiveness and efficiency of processes;
- Ensure continuous performance improvement by providing compliant products and services, promoting supplier engagement, and implementing awareness/monitoring systems to verify compliance with worker health and safety, environmental, quality, and social responsibility requirements;
- Act responsibly, in compliance with current legislation;
- Ensure the maintenance of suitable technical and organizational security measures to protect company information and personal data;



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- Increase staff awareness of the commitments of the Policy, in particular on environmental, quality, and safety aspects, involving them in the objectives and goals;
- Make every effort in organizational, operational, and technological terms to prevent environmental pollution and provide a healthy work environment, thereby conducting business activities while minimizing environmental impacts;
- Activate effective accident prevention measures and mitigate harmful consequences for workers, the environment, and public health by adopting the best available and economically sustainable techniques.
- Consistently manage energy and natural resources and achieve high efficiency in their use, rationalizing consumption, reducing waste production, and promoting, where possible, reuse, recycling, and recovery;
- Comply with and respect all SA8000 standard requirements for worker protection, particularly prohibiting child labor, forced labor, human trafficking, and any form of discrimination, as well as complying with relevant occupational health and safety laws promoting the right of association and collective bargaining, respecting the disciplinary procedures specified by applicable collective agreements, and ensuring remuneration and working hours comply with current regulations.
- Ensure that these elements are understood, implemented, and maintained at all levels of the organization, supported by regular and systematic training and development activities.

The Management recognizes the strategic choice to develop an integrated management system for Quality, Safety, and Environment.

The CEO is involved in ensuring and periodically verifying the respect respected and implementation of these commitments, ensuring that the Policy is documented, operational, actively maintained, periodically reviewed, disseminated to all personnel, and made available to the public through the company's website.

Gilberto Breda (CEO)

Gerbole di Volvera (TO), il 10/05/2024