

MOVECO Srl develops and produces linear and rotary actuators, integrated circuits, hydraulic and pneumatic components. The Integrated Management System Policy is a concrete action considered necessary, directly required by the General Management and aimed to ensure the efficiency of the company's IMS development programmed in accordance with the ISO 9001:2015, ISO 14001:2015 and ISO 45001:2023 standards, to achieve its objectives.

The company's **integrated management system**, implemented in accordance with the standards set out above, is based on an approach of continuous improvement focused on safety, health, sustainability (ESG pillars), circularity, and the benefit of our employees and stakeholders, thereby ensuring the customer that the established quality standards are reached in the service provided, respecting all internal and external parties involved.

The objectives – more or less strategical – relating to the **Quality** of the Management System, **Safety**, the **Environment**, **Social** and **Governance** aspects can be translated into the following actions, in which Moveco is deeply committed:

- To establish clear reporting lines within the company structure, based on an organizational chart in which each function has a designated responsible person who ensures its execution.
- To clearly define all work procedures to ensure that the service provided has a fully traceable history, in the mutual interest of the company and the customer.
- To check, in accordance with the specific methods applicable to each process, the procedures, services and products, with a view to ensuring compliance with the established rules and parameters and to identify opportunities and actions to improve.
- To resolve internal non-conformities identified by the inspection service and internal audits, as well as external ones identified by the customer, through statistical analysis of these issues and by investigating their nature and cause. Use the results as input for continuous business improvement and implement the necessary corrective and preventive actions.
- To support our stakeholders with technical consultancy and predictive maintenance services, aiming to improve the environmental performance of hydraulic systems throughout their entire lifecycle.
- To train all the staff who manage, carry out and check activities that have an impact on quality, each within the limits of its pre-established responsibility.
- To coordinate and involve the staff at all levels in the improvement programs of the whole integrated system.
- To verify the ongoing improvement in cost-benefit relations following the implementation of the Quality Management System overtime.
- To clearly set out and share with internal and external stakeholders, such as employees, contractors, suppliers, customers, institutions and citizens, the management policies, targets and results of the integrated management system.
- To raise awareness and involve the staff, constantly increasing their level of consciousness and encouraging their participation in system activities. To apply the principle according to which every single contribution is valuable for continuous improvement.
- To promote a safety culture amongst all the staff, and at the same time improving the company's external perception.
- To constantly develop processes and technologies to reduce risks to people's health and safety.

- Accident Prevention – “Zero Injuries” is one of our primary objectives. We aim to reduce the risk of accidents for people and the environment based on the values of transparency, awareness and responsibility, both within the workplace and by bringing safe products into the market.
- To ensure that our products meet the highest safety standards, thereby preventing any risk of structural failure or exposure to dangerous substances during their installation and use.
- To promote environmental awareness amongst all staff, and at the same time improve the company’s external image.
- To constantly develop processes and technologies to reduce the impact on the environment.
- To manage business operations to ensure an improving balance between the use of raw materials and production outputs, by optimizing processes and monitoring the consumption of electricity, gas and water, and consequently the carbon footprint (greenhouse gas emissions).
- Where possible, to increase the use of eco-sustainable and recyclable materials and resources, thereby reducing the impact on the external environment and providing greater support for the fight against climate change.
- To protect the biodiversity within our area and minimize the impact of the plant on existing local ecosystems, preserving soil permeability and ecological corridors.
- To promote the rational use of water resources by implementing groundwater recirculation systems for heating and cooling, and to protect discharges from contamination.
- To strictly monitor both channeled and diffuse emissions (dust and VOCs), using the best filtration systems to ensure air quality in the mountainous environment in which we operate.
- To select traceable raw materials and manage chemicals by replacing them with alternatives that are less dangerous and more suitable for the environment and health, with the aim of minimizing waste and reusing it as a resource.
- A reduction in the use of traditional energy sources, aiming to help to create ‘smarter and more sustainable’ living and working environments, with low energy consumption and powered by renewable sources, where human well-being and the health of the planet coexist, with a focus on product life-cycle analysis, in order to optimize the collection and recycling of post-consumer products.
- To operate in full compliance with the values of transparency and integrity set out in our Ethical Code, which provides the basis for all our commercial and professional relationships.
- To recognize the importance of a structured social dialogue based on constructive relations with workers’ representatives and to respect national and company-level collective agreements.
- Designing hydraulic systems and actuators aimed at maximum fluid dynamic efficiency, reducing energy consumption and the risk of leaks during their use by our customers.
- To adopt a circular economy approach, making it easier to disassemble components and promoting the remanufacturing or recycling of materials at the end of their life.
- To value our suppliers not only based on quality and price, but also on their environmental and social performance, promoting partnerships that share our sustainability values.
- To involve and monitor all suppliers in improvement programs in order to increase the quality of purchased products through a cooperative policy based on specific agreements, certifications in accordance with UNI EN ISO standards, and tests on purchased products and the quality system.

- To comply and meet regulatory requirements, creating opportunities for continuous improvement, including through monitoring our suppliers to ensure they meet the required company standards – Compliance.
- To apply a “zero-tolerance” policy towards all forms of corruption, fraud or unlawful practices, constantly monitoring situations where there may be a conflict of interests.
- To conduct our financial activities in strict compliance with anti-money laundering regulations, ensuring the transparency of every transaction and of our business partners.
- To protect the privacy, integrity, and availability of information related to employees, customers and suppliers by ensuring the safe and compliant management of digital and physical information.
- Clearly define the characteristics of each role to ensure that anyone who represents it has a detailed understanding of the scope and limits of their responsibilities and the controls to be applied.

The commitments assumed to achieve these targets are identified in the correct planning and implementation of the Integrated Management System, as well as in the optimization of the processes covered within its range of application.

The stated requirements will be formally revised during the Review process, every financial year or whenever there is a change in the operating environment or context, to evaluate their continuity and adequacy; therefore, this Integrated Policy, the assessment of significant quality and environmental aspects, and the Risk Assessment Document will be reviewed and updated in response to any legislative, structural, or organizational changes.

To address these objectives, General Management has established strategic and measurable goals linked to risk analysis to continuously monitor business processes and objectives.

To meet these objectives, the General Management has established strategic and measurable goals correlated with risk analysis to continuously monitor business processes and objectives.

Grignasco, 07/04/2026

LA DIREZIONE:

