



UNI EN ISO: 9001: 2015

## INTEGRATED POLICY

The cooperative society NTS represents the highest synthesis of excellence reached in more than 35 years of Tecnostampi Spa's activity. The experiences matured with Clients such as FIAT Auto, PSA and Audi allow us to face at one's best the challenges of quality and efficiency of the present car market.

Since 2010 we have been accompanying our clients from the codesign to the start-up in sheet pressing equipment line with the only object: anticipate the problems and maximize the performance; nTS declare to have the same approach on topics of sustainability that today include three great pillars such as:

### ENVIRONMENT- SOCIAL-ECONOMIC

IN FACT, NTS ACTIVELY WORKS HARD about the ENVIRONMENTAL topics, that is:

- promote all the actions suitable to prevent, avoid and minimize the soil, water and air pollution and protection of biodiversity and climate.
- reduce greenhouse gas emissions.
- ensure correct rubbish management, evaluating the indirect and direct impacts.
- ensure the correct water resources management;
- ensure the steady compliance with the laws and environmental rules which can be applied to the Cooperative's activities, as well as to the other requirements supported by the organization;
- carry out recurring environmental evaluations and statements of environmental performance on different topics (used materials, energy, water resources, biodiversity, emissions);
- adopt the operating modalities which cause a minor environmental impact;
- promote the conditions for the development of a process of sensitization and cultural increase of all the staff;
- carry out sensitization of suppliers, commercial partners and shareholders;
- aim at the purchase of reduced environmental impact products;
- promote activities aimed at mitigation of climate change.



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About the SOCIAL topics, that is:

- adopt procedures which aim at preventing the accidents and occupational diseases.
- minimize the risks linked to its own activity, related to safety for its own staff and whoever is inside of the Company.
- ensure the steady compliance with the laws and rules about safety which can be applied to the Cooperative's activities, as well as to other requirements supported by the organization;
- promote sensitization and cultural increase of all the staff about safety and sustainability topics;
- carry out recurring monitoring evaluations of processes through specific KPI on safety, gender equality, diversity and inclusion, social responsibility
- adopt in the activities of making/supply services the operating modalities which cause a minor impact on workers' safety.
- ensure included and non-discriminatory recruitment practices;
- ensure the freedom of association and the respect of CCNL;
- adoption of measures which favour the equality between men and women inside of the organization that is: equal opportunities in the access to work through adoption of specific recruitment procedures, income and access to career equality;
- spread a culture of sympathy, participation and sharing, acceptance of diversity and non-discrimination;
- avoid any form of mental, bodily and physical coercion, verbal offences or any offence against the personal dignity of any employee or co-worker;
- avoid the employment of child labour generally;
- guarantee a dignified wage in respect of CCNL;
- guarantee the employment continuity and training and professional development for its own partners without distinction of gender;
- minimize the risks linked to its own activity, related to safety for its own staff and whoever is inside of the Company;
- guarantee the steady compliance with the laws and regulations about safety which can be applied to the Cooperative's activities, as well as to other requirements supported by the organization;
- carry out recurring evaluations of the management system;
- prevent and tend to the reduction of accidents and occupational diseases' number;
- adopt a management system turned to the improvement of safety on workplaces;



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- adopt measures for the management of emergencies and protection against fires

About GOVERNANCE topics, that is:

- keep the employment level high inside of its own organization;
- aim at promoting financial stability of the Cooperative's interlocutors and prosperity of the local communities;
- to increase the satisfaction of the client;
- "reinforce the brand name";
- guarantee the absolute prohibition of corruption and prevent phenomenons of corruption;
- encourage the signaling of suspicious cases in good faith guaranteeing the protection under any form of the informer;
- avoid corruption and assure the achievement of the highest compliance with the international and national prescriptive standard in the subject of anti-corruption and anti-trust;
- promote and develop ethics and loyalty in the economic relations in protection of the market, contrasting any form of illegality.

For the achievement of the objects defined in this policy the organization:

- carries out recurring re-examinations of its own management system;
- involves all the employees as widely as possible;
- favors the new ideas and remedial proposals;
- makes sure that every manager coordinates their own co-workers, addressing them towards the continuous improvement;
- realizes the cultural and professional improvement of the single resources at all levels through a Training Plan, turned to the real growth of the staff;
- defines and puts managements programs into action turned to the improvement of the environmental performance and the related to safety on workplaces one.

Montefredane, 10th May, 2023

The Legal Representative