

The Bondioli & Pavesi Group consists of the companies:

- Bondioli & Pavesi S.p.A.
- HP Hydraulic S.p.A.
- Dinoil S.p.A.
- Sales & Logistics S.p.A.
- Fira S.p.A.
- Tecnomek S.p.A.

The Quality Policy is defined by the Chairman of the Board of Directors and is directed to the General Managers of the individual companies as well as all employees.

The role of the General Management is to ensure that the Quality Policy is conveyed, shared, and implemented to all company levels.

To finalize and accomplish the Quality Policy, the Bondioli & Pavesi Group has developed its own Quality Management Systems (UNI EN ISO 9001) built on a *risk-based thinking* approach that favours a better grasp on the opportunities offered by context analysis and the interested parties, whilst also minimizing the negative effects of any critical issue.

The Company Policy is based on the following main objectives, consistent with the values of the Group:

OFFER A HIGH-QUALITY PRODUCT AND SERVICE: the Bondioli & Pavesi Group operates in a such a way as to place on the market only innovative and reliable products that meet the specific needs of customers and the market.

PRESENCE ON THE NATIONAL AND INTERNATIONAL MARKET: the Bondioli & Pavesi Group presumes that maintaining and increasing its market share can be achieved by establishing relationships with customers based on presence, trust, confidentiality of information and collaboration on every level.

SHARING: Managing Directors are aware of how their own behaviour is decisive in creating clarity in the objectives and unity of purpose within the companies, establishing at the same time such an environment in which people who work there can give their contribution in the best way possible.

INVOLVEMENT: every employee is encouraged to participate, thanks to the shared company values and a culture based on accountability, dialogue, and discussion between colleagues and with the various company functions.

TRAINING AND DEVELOPMENT: the Bondioli & Pavesi Group promotes and pursues through training, the continuous updating, and support of its collaborators and the development of both their technical and interpersonal skills and education.

CONSTANT IMPROVEMENT OF COMPANY PROCEDURES: the Bondioli & Pavesi Group has defined its own process organizational model to systematically understand and manage all activities. This model is supported by the accessibility and persistent research of cutting-edge IT tools aimed at simplifying and integrating processes.

COMPLIANCE WITH LEGISLATIVE REQUIREMENTS: the Bondioli & Pavesi Group pursues compliance with regulations in all areas in which it operates, carrying out continuous upgrading and investments aimed at safeguarding - even in exceptional conditions - the health and safety of workers, continuity of services, product conformity, security of information and compliance with privacy regulations.

IMPLEMENTATION OF ITS CODE OF ETHICS: the Bondioli & Pavesi Group is committed to ensuring compliance with all the basic principles its Code of Ethics is founded on. These principles can be summarized in transparency, ethics, and sustainability.

01 March 2021

Chairman of the Board of Directors

