

TMB S.p.A. management considers the introduction of an integrated Quality – Environment – Safety management system, according to the international standards, as the key instrument to achieve the corporate mission; the company supports this choice by investing in suitable economic, human, technical and professional resources.

CORPORATE MISSION

TMB S.p.A. aims to be an excellent company and recognized for:

- Leadership in the production of aluminum products, obtained by diecasting, gravity casting, low pressure casting and high precision machining;
- Motivation and involvement of employees; the ability to anticipate, understand and meet the demands and the expectations of those who get in contact with the company, as well as the company external observers;
- Continued research and use of innovative solutions and technologies;
- Respect for the environment and a preventive effort for environmental damage, deterioration and pollution;
- Safety of workers, as well as accident and work-related illnesses preventive efforts;
- Respectful treatment of the risk related to the safety of customers/suppliers information;
- Risk based certification approach.

QUALITY

The quality policy aims at achieving full customers satisfaction and anticipating their expectations. This is why TMB S.p.A. constantly attempt to:

- Promote and improve the staff professional skills and specialization;
- Raise awareness make personnel aware of their activities importance in order to achieve the Quality objectives and actively contribute to development and improvement of Quality Management System;
- Use the best available technologies and find appropriate solutions to reduce and eliminate each *no quality* aspect;
- Achieve efficiency and flexibility to customers and suppliers requirements to support their activities and integrate the production with the final target of improving the final product quality;
- Work In accordance with UNI EN ISO 9001 and IATF 16949 Quality Standards and the corresponding Certification.

ENVIRONMENT

TMB S.p.A. considers environmental protection a representative factor of its social role, to which every attention is paid; for this reason TMB S.p.A. is determined to:

- Promote excellence in any process and/or activity related to the respect of the surrounding environment in which the company operates;
- Pay great attention to the impact the company can have not only on the environment but also on the workplaces;
- Promote environmental awareness among employees, suppliers and contractors;
- Decrease the consumption of non-renewable energy, reducing waste of energy and improving production processes, so that its use is compatible with sustainable development;
- Reduce gradually the production scrap ensuring proper management and disposal;
- Minimize the environmental impact of atmospheric, including greenhouse gases, as well as acoustic emissions;
- Operate in compliance with Environmental Management Standards UNI EN ISO 14001 maintaining its certification.
- Commitment to respect of the compliance obligations and pollution prevention.

SAFETY

Health and Safety on the workplace are recognized as a workers' right. They represent an essential element for the sustainability of the company activity and it is being pursued in the form of:

- Commitment to provide safe and healthy working conditions for the prevention of work-related injuries and diseases;
- Constant attention for the health of the employees, the safety of the plants and the work processes;
- Assumption of respectful decisions regarding health and safety at work;
- Commitment to meet legal and other signed requirements;
- Commitment to eliminate hazards and reduce risks to occupational safety and health;
- Commitment to the continuous improvement of the system for Safety and Health at Work;
- Commitment to consultation and participation of workers and, where established, of workers' representatives;
- Promotion of projects, the development of activities to increase the presence of the company in the commercial market giving priority to preventive measures to reduce/avoid work-related illnesses or injury;
- Active promotion and dissemination of an extensive awareness of risks and measures for the accident prevention through participation in training courses as well as disposal of information, instructions and directives. This should motivate employees to pay attention and comply with the Safety management; they should not expose themselves or other workers to dangers, which could cause injures or be damaging for themselves;
- Observance of Health and Safety Management Standards ISO 45001, maintaining the relevant certification.

COMPANY POLICY OF ETHICAL VALUES IN BUSINESS AND MORAL PRINCIPLES IN INDUSTRIAL RELATIONS

The ethical and moral fiber that characterized TMB S.p.A. founders and its history have been preferred in the exercise of its business activities. For the purpose of this policy, the company shall:

- Involve every resource in the Integrated Policy on Quality, Environment and Safety by taking part, even emotionally, in corporate goals and in results of social, ethical and moral content;
- Involve and motivate the staff members in order to raise the atmosphere of cooperation, availability, mutual help and respect of individual differences;
- Keep an attitude of intellectual honesty, respect for the individual and human dignity, rewarding credit and loyalty to the company;
- Look after the business continuity and its social and economic sustainability, to safeguard investors' interests and those who are remunerated from the company through their own physical or mental work;
- Keep mutually beneficial relationships, avoiding non-transparent purposes or unfair interests while managing working relationship;
- Give priority to socially responsible behavior with particular attention to the social consequences;
- Look forward to a mutually prosperous association towards Customers, Suppliers, Collaborators and Partners;
- Pursue continuous improvement as the business approach the company took in his history: any process or activity must strive for excellence, in order to add value to our customers and the surrounding environment;
- Promote an open dialogue with the community in which the company operates; establish a profitable relationship with authorities;
- Adopt, widespread and respect, involving the company and external relations, the former Legislative Decree 231/2001, according to the best practice in force;
- Maintain principles, adopt behaviors and disseminate examples of transparency and correctness;
- Ensure full compliance with the legal provisions, existing regulations and company rules related to environmental issues and safety of work activities and production plants;
- Respect all trade partners, handling information acquired during business affairs as strictly confidential, according to the secrecy principles of confidential information;
- Review on a regular basis the guidelines listed above.

TMB S.p.A. commits to provide the necessary human resources, the expertise, technologies and the financial resources required to implement the Integrated Quality Environment and Safety Management System outlined above.

Certifications issued by an external, independent and accredited body demonstrate the efforts TMB S.p.A. made to reach the abovementioned goals; this document shall remain available to the staff, to the Customers, to the Suppliers and to any interested third party.