

# Mission and Policy



**Meccanotecnica  
Umbra**

a Story of Excellence

Our choice, since the foundation of Meccanotecnica Umbra, is not only to have economic and profit goals, but to preserve and protect those values that still inspire our business:

- compliance with laws and transparent behaviour;
- taking on strong responsibility towards the territory, the employees, the communities in which it operates, the shareholders.

This approach has enabled the company to grow over time, albeit in a geographical position far beyond the traditionally developed industrial poles of our country and Europe, to provide its employees with the opportunity for a stable, stimulating and rich in essence job, to build up, finally, a Group working in every continent, not only from a commercial point of view, but also from that of industrial settlements.

Today, at a time when competition has reached levels that are often extreme and with different goals that affect business strategies, we want these values to inspire more than ever the attitudes and behaviours of managers and employees and represent a highly distinctive element of our company.

For this reason, the Board of Directors and the management of MTU Group undertake to play a constant role in promoting corporate culture that is even more in line with the principles set out above and to ensure:

- growth, intellectual-emotional and professional, moral and technical, involvement and motivation of people;
- the correct management of quality, environment, safety and corporate social accountability systems in compliance with standards (UNI EN ISO 9001, IATF 16949, UNI EN ISO 14001, Reg. EMAS, ISO 45001 and SA8000), at the headquarters and when applicable at subsidiaries, with the primary goal of continually improving its performance;
- the constant respect of high qualitative, temporal, on occupational health and safety, on safeguard and protection of the environment and on correct management and enhancement of workers standards;
- the definition of a performance system allowing clear and shared goals, to evaluate objectively and methodically exemplary human resources, to represent the instrument for addressing and implementing the group strategy, and finally defining a "dashboard" able to indicate to everyone, with sufficient clarity, standards and correction mechanisms;
- commitment to reducing environmental impact and optimizing the use of resources, by propagating attitudes, behaviours and methods avoiding any form of waste;
- commitment to consult and encourage the participation of workers and representatives of workers in setting goals for occupational health and safety, the environment and corporate social accountability;
- the use of indexes related to monitoring of continuous improvement process, to the Customer satisfaction (also including the Customer within Group units), environmental performance, occupational health and safety, relevant markets and face of competition, costs (in particular "non-quality"), defects, technological upgrading of systems, professional and human development;
- the involvement of suppliers as an integral part of the supply chain subject to the processes of quality, environment, occupational health and safety and corporate social accountability management systems that contribute to the realization of the product;
- transposition and compliance to all applicable rules and regulations;
- correct implementation and dissemination of the Code of Ethics as well as the adoption, at the headquarters, of the Organizational and Management Model pursuant to Legislative Decree 231/01;
- an approach structured for prevention and reduction of accidents and occupational diseases;
- safety and health, with a view to prevention, protection, rescue and emergency intervention, with a special focus on the safety and health of workers, third parties and the general population;
- an open dialogue with all stakeholders through publication and dissemination:
  - of the Environmental Declaration where applicable, defined as an information tool on environmental issues related to business activity, its environmental policy, environmental goals and programs;
  - of the Social Report, where applicable, as a tool for informing the company's commitment to corporate social accountability;
- the periodic review of the achievement of the objectives set out and the constant adequacy of the Policy of the company organization, nature and grade of risk associated with its business;
- the diffusion of the policy in all the units of the Group at every level of business and to all those who work on behalf of the organization; its availability to all interested parties.
- the dissemination - to all interested parties - of an addendum to this Policy and Mission (called "Corporate Social Accountability, Application of the SA8000 standard in Meccanotecnica Umbra SpA") which contains adequate procedures and information regarding the sending of suggestions for improvement and / or reports relating to the Corporate Social Accountability Management System.

Campello sul Clitunno  
06/09/2022

*President*  
*Alberto Pacifici*

*CEO*  
*Carlo Pacifici*