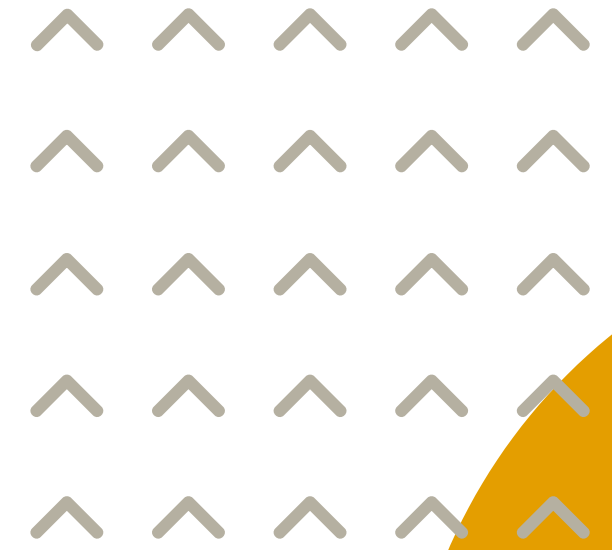


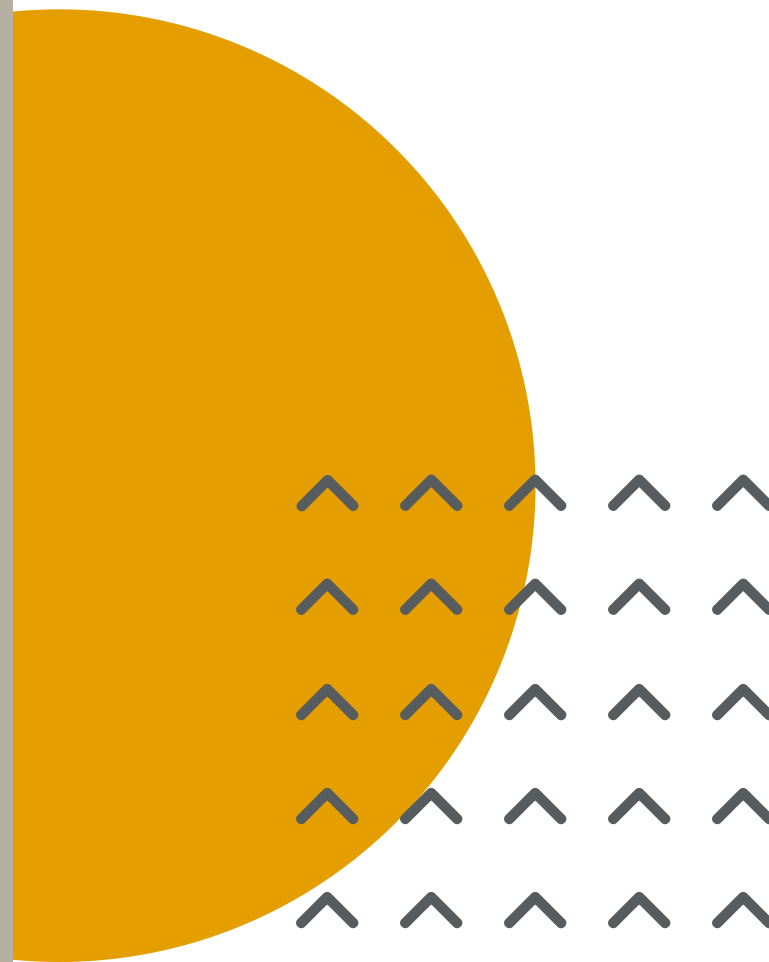
Quality Policy



The mission remains that of the founding members.

Thanks to personal knowledge e through the study, the design and the production aims to provide products tangible and intangible to help people to solve their needs: providing better products both from the point of view of safety and functionality that for the value attributed.

Mission



The values

In a global market they must be clear and unwavering: spirit of collaboration and partnership to guarantee reliability to customers.

The fundamental values for Diemmebi are: honesty, collaboration, availability, self-criticism, ability and willingness to achieve high levels of reliability

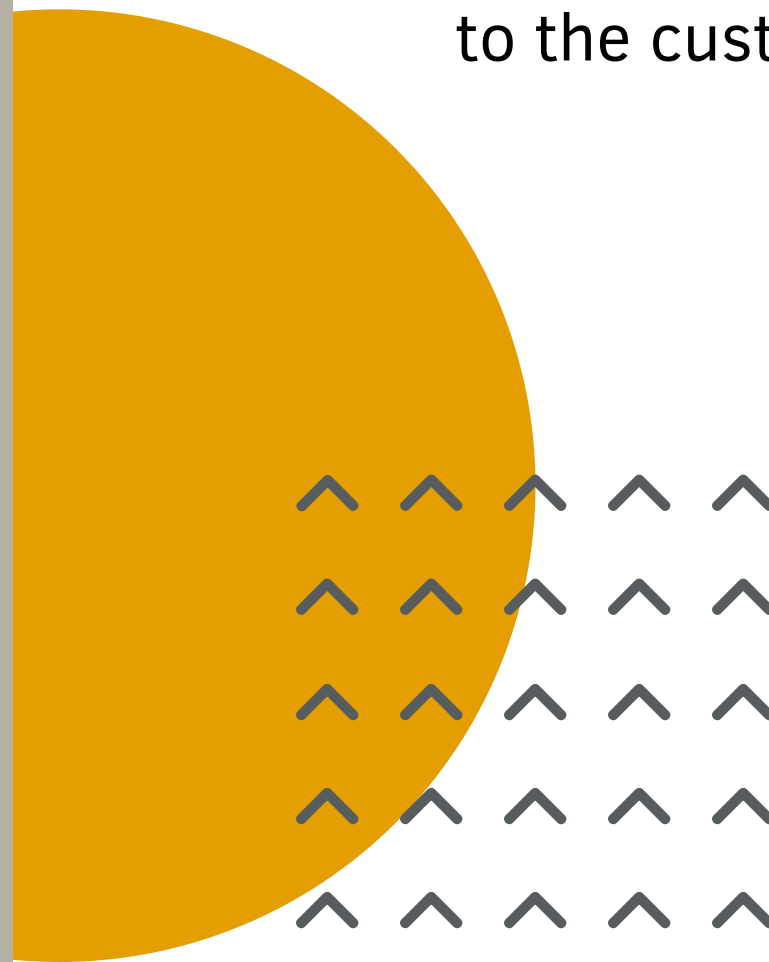
They are the winning weapons of a company and must be aimed at acquiring and retaining customers.

For this reason, alongside modern equipment and technologies for design, development and production, we have a UNI EN ISO 9001 certified Quality Management System.

DIEMMEBI SPA considers the contribution and collaboration of capable and motivated staff in every business area to be fundamental.

The strategies

Diemmebi, a leading company in the industry, directs all its strategies toward the achievement of its mission: providing solutions to the customer's needs.



The organization

Organization is the essence of the company.

The task of the management is to satisfy the customers.

Solutions, products and prosperity are a consequence of this attitude.

For this DIEMMEBI SPA has identified and empowered people, adopting the process approach, with the specific intent of obtaining an organization in lines that can interact and support the customer on all occasions.



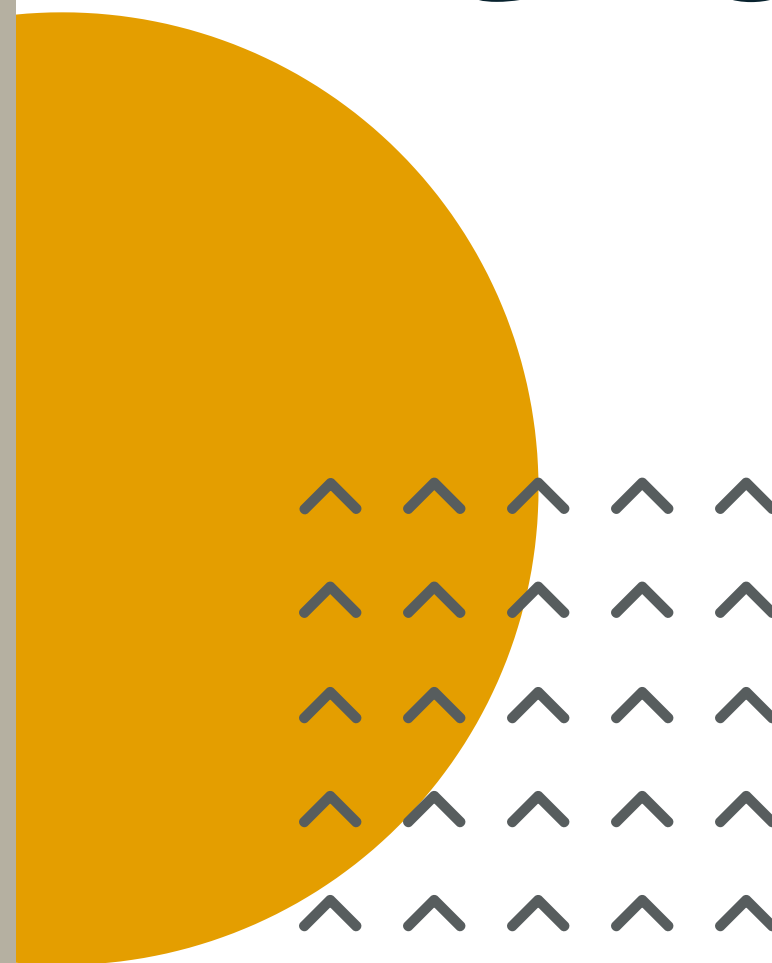
The environment is everyone's heritage, including future generations. A company, to any production reality it belongs to, must place its respect and protection among its irreplaceable values.

DIEMMEBI SPA has always considered it a duty to adopt a behavioral philosophy aimed at safeguarding the environment and dedicating the utmost attention to the issues of safety and health of workers.

Safety understood in terms of involvement and continuous improvement on the quality of the production process;

Health understood as maximum monitoring of one's collaborators and their protection during the performance of their duties. All aimed at reducing the likelihood of injury in the company.

Environment, safety and health in the workplace



Goals

- Define and adopt a Company Code of Ethics according to the indications of the organizational model dictated by the Decree Law 231/2001;
- Promote Risk Based Thinking and the approach to integrated processes, adopted with ISO 9001/2015, with Law 231/2001 and in future integration with UNI ISO 45001/2018 and with SA8000;
- Ensure business continuity by monitoring the factors that influence margins;
- Expand the position on the market by identifying and satisfying the needs of the market and the customer both in relation to the product and the service offered;
- Create innovative products for functionality, attributed value, availability, safety and compliance with laws. Approach to EU directives EXTRACEE;



- Promote the use of recycled plastic products after obtaining the Remade in Italy certification, and therefore promote products that fall within the standards and values indicated by the Minimum Environmental Criteria (CAM);
- Marketing analysis on the entire range of products;
- Making budgeting indicators available to process managers that make it possible to trace significant objectives that can be monitored by the related process indicators;
- Promote a new strategy in the design process so that we always arrive at the annual trade fairs ready with new products to offer to our increasingly demanding customers;
- Definition of specific skills and related minimum criteria of acceptability for process managers in order to communicate in detail all the activities assigned to them;

ETHICAL PRINCIPLES DERIVED FROM THE SA8000 LEGISLATION

Model 231 adopted by DIEMMEBI SPA makes a commitment to observe national and international laws on labor, civil rights and protection of minors.

In accordance with the provisions of the SA8000 standard, the social responsibility requirements that DIEMMEBI SPA undertakes to respect by ensuring constant supervision and implementation of the ethical certification system are:

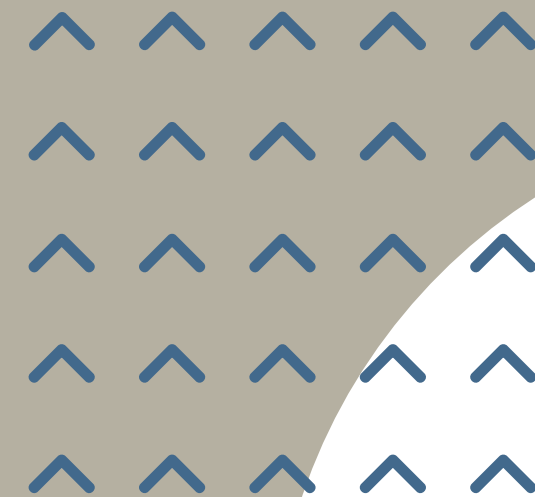
SA8000

Diemmebi S.p.A

- NO TO CHILD LABOR
- NO TO FORCED LABOR
- YES TO SAFE AND HEALTHY WORKPLACES
- YES TO THE FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING
- NO TO PHYSICAL, CULTURAL AND SOCIAL DISCRIMINATION
- NO TO FINIC OR PSYCHOLOGICAL PUNISHMENTS
- YES TO A FAIR SALARY
- YES TO CONTINUOUS MONITORING OF THE MANAGEMENT SYSTEM



- THE USE OF SCHOOL-AGE WORKERS IS PROHIBITED AS REQUIRED BY CURRENT LEGISLATION ON THE SUBJECT.
- IT IS FORBIDDEN TO OBTAIN A WORK PERFORMANCE UNDER THREAT OF ANY KIND, WITH PHYSICAL OR PSYCHOLOGICAL BLACKMAIL, THANKS TO THE REQUISITION OF IDENTITY DOCUMENTS, WITH THE REQUEST FOR MONEY IN EXCHANGE FOR WORK, OR BY WITHHOLDING ANY PART OF WAGES AND / OR REMUNERATION. IT IS ALSO FORBIDDEN TO USE OR SUPPORT TRAFFICKING IN HUMAN BEINGS.
- IT IS NECESSARY TO ADOPT THE NECESSARY MEASURES TO PREVENT ACCIDENTS AND DAMAGE TO HEALTH, GUARANTEEING THE TRAINING OF PERSONNEL FOR SAFETY AND THE PREVENTION OF ACCIDENTS
- THE RIGHT TO FREEDOM OF ASSOCIATION AND MEMBERSHIP OF A TRADE UNION IS GUARANTEED, WITHOUT ANY DISCRIMINATION AGAINST TRADE UNION REPRESENTATIVES AND MEMBERS. ALSO, THE WORKERS OF THE COMPANY ARE FREE TO FREELY ELECT THEIR REPRESENTATIVES.



- IT IS FORBIDDEN TO FAVOR OR PENALIZE A WORKER PROFESSIONALLY FOR RACE, SEX, AGE, SEXUAL ORIENTATION, SOCIAL CLASS, NATIONALITY, RELIGIOUS FAITH, DISABILITY, TRADE UNION OR POLITICAL AFFILIATION. THE ORGANIZATION DOES NOT HINDER THE EXERCISE OF STAFF RIGHTS TO FOLLOW PRINCIPLES OR PRACTICES RELATED TO THEIR NATIONAL ORIGIN, RELIGION, DISABILITY, SEXUAL ORIENTATION, FAMILY RESPONSIBILITY, POLITICAL OPINION AND TRADE UNION MEMBERSHIP. DIEMMEBI SPA PUNISHES THREATENING, OFFENSIVE ATTITUDES AIMED AT EXPLOITATION, INCLUDING ACTS OF PHYSICAL VIOLENCE. DIEMMEBI SPA PROHIBITS THE USE OF PREGNANCY OR VIRGINITY TESTS WITHIN ITS WORKPLACES.
- ANY FORM OF CORPORAL PUNISHMENT, MENTAL OR PHYSICAL COERCION, VERBAL VIOLENCE IS PROHIBITED.
- COMPLIANCE WITH ORDINARY AND EXTRAORDINARY WORKING HOURS AND REST SHIFTS IS GUARANTEED ACCORDING TO THE AGREEMENTS CONTAINED IN THE NATIONAL COLLECTIVE LABOR AGREEMENT APPLIED IN DIEMMEBI SPA.
- COMPLIANCE WITH THE SALARY AGREEMENTS PROVIDED FOR BY THE CCNL APPLIED IS GUARANTEED, WITH THE PAYMENT OF SOCIAL SECURITY CONTRIBUTIONS AND REMUNERATION FOR OVERTIME HOURS. THE ADMINISTRATION OFFERS ASSISTANCE TO INTERNAL STAFF FOR THE CORRECT READING OF PAY SLIPS.
- THE PRINCIPLES MENTIONED ABOVE ARE CONTEMPLATED IN THE CODE OF ETHICS OF THE 231 MODEL ADOPTED BY THE COMPANY, AND COMPLIANCE WITH WHICH IS ENSURED BY THE SB APPOINTED BY THE BOARD OF DIRECTORS.

