

STARTEC S.r.l. (GAZZADA)	Quality Policy	Code: MQ - All. 1		
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		Issued:AQ Bertuzzi M.		Approved:DG Rachelli E.

Startec S.r.l. is a leading manufacturer thermoplastic components and thermoplastic molding for the automotive industry.

The mission of Startec S.r.l. is to be.

" COMPETITIVE, ORGANIZED AND CUTTING-EDGE COMPANY "

The goal for the future is to develop innovative products by expanding the areas in which it already operates.

In order to achieve and maintain its goals over time, STARTEC adopts a corporate Quality System that is based on the UNI EN ISO 9001-2015 standard.

The Company Management System has been developed and constantly updated to ensure effective and efficient use of resources, focusing on the expectations of Customers and other stakeholders.

Based on these principles, STARTEC defines this Quality Policy.

GUIDELINES AND OBJECTIVES

- **Maintain an effective Quality Management System** for products, processes, and services in the context in which it operates, in compliance with legal requirements, applicable labor and human resources ethics regulations, and all voluntarily signed requirements.
- **Understand the context in which it operates** so as to meet the needs and expectations of stakeholders, improve its efficiency and minimize the risk of litigation through process approach and "risk-based thinking."
- **To be inspired by the principles of ethical finance** in conducting economic-financial relations with stakeholders and its staff.
- **Define the responsibilities assigned to all business functions by periodically verifying that they are understood and applied.**
- **Ensuring the availability of resources**, information and knowledge necessary for the proper operation and control of processes, ensuring training activities at all levels, investing in technologically advanced equipment that is designed to work at a low environmental impact (energy-saving electric machines).
- **Motivate and involve all staff** so that they mature an increasing awareness of the centrality of their role within STARTEC and, through their behavior, reduce the risks related to their activities and contribute to a peaceful and cooperative work environment. **Maintain among all staff a culture of respect**, transparency and trust between individuals by condemning any discrimination based on gender, religion and origin. Startec has always **given equal opportunities to all**, guaranteeing fair treatment to all its human resources and it categorically opposes any form of child labor, exploitation, human trafficking, slavery, forced or compulsory labor and has never used and will never use them in its business.
- Define and disseminate documented information to ensure the efficient and effective operation of processes including **health, safety at work**, and impact on the surrounding environment as well, constantly adapting them to changes in the market, legislation, and **environmental awareness**.
- **Understand and strengthen relationships with the Customer** and other stakeholders in order to improve their level of satisfaction, through products and processes in line with their expectations.

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- **Ensuring confidentiality and privacy** by not disclosing confidential information of customers, suppliers, partners, employees even after the end of the employment relationship, collaboration or contract, this also happens by maintaining a high level of **digital protection**.
- Set **improvement goals** periodically, monitoring their progress and results, and sharing them with stakeholders.
- **Identify causes of non-compliance and ensure quick and effective responses.**
- **Periodically evaluate all company areas on the effectiveness of the application of the Quality System and on the understanding of company policies, implementing corrective actions where inadequacies are found in the System.**
- **Evaluate suppliers** according to their quality, ethical and environmental sustainability requirements, assessing their ability to fulfill the set goals, being them integral to the success of the Quality System.
- **Identify technological innovation needs** for the development of new products and processes according to market expectations, constantly investing in terms of production equipment and control.

This Quality Policy is brought to the attention of all personnel, by displaying it on the notice board and is verified and updated in accordance with the evolution of the reference legislation and company activities during the Management Review. It is also made available to relevant interested parties by publication on the website.

The General Management
Elio Rachelli

Gazzada S.

September 27th, 2024