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POLICY AND VALUES FOR QUALITY - OBJECTIVES

Vision: Make the production processes of the Italian manufacturing industry safer, more effective, and more efficient.

Mission: Provide innovative solutions from some of the best brands in the international mechatronics market along with quality consulting services.

Values

The implementation of our quality principles in our work and products is achieved through a unified management system and a quality standard. The interaction and constant process of improving our processes are guaranteed by the following quality principles:

- 1. Customer Focus:** Management, employees, and partners commit to understanding the expectations and needs of customers to ensure their full satisfaction by providing products that meet the required and binding characteristics, expressed and not (On Quality), and within the expected timeframes (On Time).
- 2. Leadership and Responsibility:** We take responsibility, and each of us is accountable for the quality of our results. Our responsibility forms the foundation of leadership through the involvement, motivation, and training of human resources in pursuing objectives that are disseminated, shared, and accepted as achievable and stimulating.
- 3. Culture of Continuous Improvement:** The entire organization is committed to developing and consolidating a "constructive" and not "punitive" error culture: openly discussing errors to resolve them effectively, addressing and making them transparent as each error presents an opportunity to improve. We delve into problems to discover their

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causes and ensure the same error does not repeat. We are open to new ideas and highly value our employees' ideas. Continuous improvement of the entire company is essential. Therefore, each employee identifies improvement opportunities and seeks causes and solutions. If a solution leads to a quantifiable improvement, it becomes the new standard to be developed in the Plan, Do, Check, Act process.

4. Commitment to Meeting Deadlines: Toward customers, suppliers, and our organization. To always keep our promises, we set realistic deadlines, and if there are significant reasons for a delay, we inform our partners and colleagues in advance.

5. Mutual Trust: We work for continuous and lasting mutual trust and collaboration with our customers and suppliers.

The values and Quality Policy defined above are communicated:

- To all personnel through the intranet network and specific training
- To customers and relevant interested parties as appropriate, through our website and providing a copy of this MQ upon request.

Homberger's management ensures that the heads of various company functions have understood the defined Quality Policy, simultaneously requesting commitment, each within their areas of responsibility, to extend this understanding at every level. It is always reviewed during "Management Reviews" and in the event of significant changes to the context and/or strategic directions, to ensure its suitability and adequacy.

Quality Objectives and Planning for Their Achievement

The Policy is applied through consistent objectives identified and established by management for all applied management systems. Management commits to providing appropriate and sufficient human and instrumental resources. These objectives involve all company functions and:

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- a. Are consistent with the quality policy;
- b. Are measurable;
- c. Consider applicable requirements;
- d. Are relevant to product and service compliance and increased customer satisfaction;
- e. Are monitored;
- f. Are communicated;
- g. Are updated.

Quality objectives are defined each year during the management review and recorded in the quality plan (refer to specific minutes).

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