

Itema Policy for Quality, Health and Safety

Annex E, Rev. 1

Itema Group is a multinational company at the top of the global textile machinery industry specialized in the production and marketing of high-performance weaving machines, spare parts and integrated services.

Founded in 1967 by Gianni Radici, Itema has been able to maintain a leading role in the global market thanks to a constantly forward-looking vision and to the long-standing experience gained in the textile field that is the basis of the success of Itema machines. The commitment transmitted by the company towards customers and research is constant and sees its latest expression in the EVO Weaving Range, presented at ITMA in June 2023 in Milan and that, after one year from the market launch, has received appreciation and a warm welcome from weavers all over the world.

With a strong tradition of excellence in its sector Itema is today, as never before, oriented towards the future in order to compete in an increasingly complex market and to offer its customers not only products but also solutions.

From this derive the values and objectives that drive the choices and actions of Itema Management shared by all levels of the company:

- **DIGITALIZATION.** Preventive maintenance, augmented reality, remote assistance but also agile work and data-driven approach, whether it is about product or process implementation, these concepts are now an integral part of the corporate philosophy.
- **INNOVATION.** Intended as the ability to anticipate customers' needs, offering not only technologically advanced machinery but also complete solutions to maximize the return on investment.
- **PERFORMANCE.** The machine performance, understood as productivity and quality, must be in line with market expectations and with the competitors' offerings, while maintaining competitive prices.
- **RELATIONSHIP.** Itema is an ecosystem made of people, history, supply chains, customers. Leveraging the past and the experience of our partnerships is the first step to build a better future. We are aware of how many realities, companies and families gravitate around Itema, and respecting this intertwining moves us to always do better.
- **SUSTAINABILITY.** What we do today reflects on the world we will leave to future generations. This is why Itema is increasingly committed to reducing waste and creating weaving solutions that can make a difference for the entire sector.
- **SAFETY AND ETHICS.** We believe that providing our employees a safe working environment based on equal opportunities and the guarantee of working in complete safety is not only our duty, but a moral imperative.

In light of these founding concepts of the company vision and with a strong market orientation, Itema, in compliance with the UNI EN ISO 9001:2015 regulation, has analyzed the internal and external context factors and the needs of the interested parties in order to better understand which risks may affect the achievement of the set objectives.

At the end of the accurate analysis work, the Direction follows the concepts expressed above through the adoption of the following measures:

- targeting customer satisfaction and customer loyalty as indicators of business success, ensuring timely and effective after-sales service and the development of advanced and digitized weaving solutions;
- constantly work to optimize costs and minimize waste, adopting sustainable choices at company level and focusing on sustainability as a driver in the development of its products;
- implement and strengthen partnerships with strategic suppliers and, at the same time, open new collaborations with cutting-edge suppliers;
- promote the company image and brand reputation by consolidating and increasing the market share;
- refer to the Code of Ethics adopted by the Company as a point of reference for choices, behaviors, activities;
- raise the culture of quality and safety in operational personnel, involving them in the knowledge of the importance of their activity and acting on their awareness.

The Policy for Quality, Health and Safety at Work is reviewed during the Management Review and, if necessary, updated. It is also made available to all Itema employees through publication on the company intranet and can be freely consulted on the Itema website.

Place and Date

Colzate September 25th, 2024

Amministratore Delegato
