

VIMERCATI Spa



Vimercati S.p.A.
Società a Socio Unico Soggetta a
Direzione e Coordinamento di
VINEY Corporation Pvt Ltd (art. 2497 bis c.c.)
Sede Legale
20016 Pero (MI) - Italia
Via V. Monti, 38
<http://www.vimercati.com>
e-mail: vimer@vimercati.com
Capitale Sociale € 8.291.111
REA 1861504
Reg. Imp. Mi. C.F. e P. Iva 05938980967

Uffici e Stabilimento
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Via V. Monti 38
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UNI EN ISO 9001:2015
IATF 16949:2016
ISO 14001:2015
ISO 45001:2023

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Corporate Social Responsibility Policy

Operating in a responsible and sustainable manner is very important to VIMERCATI S.p.A.

While we run our business in line with the expectations of the owner of the company, we are also convinced that the Corporate responsibility is a discipline that helps us managing the related risks and allows us to maximize the available opportunities.

Our Corporate Governance Policies are intended to provide a framework for the governance of Vimercati S.p.A. and adherence to our policies and related operating procedures is the responsibility of all Vimercati S.p.A. managers and employees.

We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development.

This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our corporate policies.

At Vimercati S.p.A the Corporate Social Responsibility is defined as follows:

- Protecting the environment;
- Protecting the peoples safety and health;
- Conducting business in an ethical and socially responsible manner;
- Respecting human rights;
- Supporting transparent and predictable working conditions;
- Protecting reserved data and information

In alignment with our **Code of Ethics**, included into the **Company Organizational Model**, Vimercati S.p.A. ensures that all matters of the Corporate Social Responsibility Policy are considered and supported in our operations and administrative matters and are consistent with Vimercati S.p.A. owners' best interests.

All the Management Systems implemented in Vimercati Spa organization for Quality, Environment, Health & Safety and Information Security, are fully aligned to all the contents of this policy and periodically certified by third-party.

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Vimercati S.p.A. is committed to follow the inputs from the Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our owner.

The Corporate Social Responsibility Policy applies to all activities undertaken by all companies of Vimercati S.p.A.

All Vimercati S.p.A. employees, suppliers and contractors are to adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Vimercati S.p.A. managers are to act as role models by incorporating these considerations into decision making in all business activities. Vimercati S.p.A. managers are to ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our business.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

Vimercati S.p.A. recognizes the importance of protecting all of our human, financial, physical, social, environmental and reputational assets.

Vimercati S.p.A. is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in its governance systems.

Vimercati S.p.A. acts with high financial responsibility guaranteeing accurate records, performing diligently and transparently any financial activity and prohibiting any inappropriate financial activity.

Vimercati S.p.A. conducts its business in an open, honest, and ethical manner, acting in a fair competition way, respecting anti-trust norms and avoiding corruption and money laundering.

Vimercati S.p.A. works to know and comply as much as possible with all known applicable export control and sanctions laws and regulations, avoiding violate Export Control & Sanctions Laws for itself and its customers.

Vimercati S.p.A. advises its partners, contractors, and suppliers of its Corporate Social Responsibility Policy and will work with them to achieve consistency with this policy.

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Vimercati S.p.A. is committed to measuring, auditing and tracking the performance of its Corporate Social Responsibility programs.

Vimercati S.p.A. avoids in any case to use counterfeit parts and works with trusted qualified and certified partners, contractors, and suppliers.

Vimercati S.p.A. defends and protects its Intellectual Property and respects the others’.

Vimercati S.p.A. protects and facilitates whistleblowing and protection against retaliation.

Environment, Health & Safety

Vimercati S.p.A. is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and customers. Vimercati S.p.A. will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to avoid accidents and mitigate impacts on the environment by working with owner of the company, peers and others to promote responsible environmental practices and continuous improvement.

Vimercati S.p.A. is committed to environmental protection and stewardship.

Vimercati S.p.A. works to improve energy efficiency of its processes, equipments, plants and using as much as possible renewable energy.

Vimercati S.p.A. guarantees Land, Forest and Water Rights to ensure equitable access, promote sustainable practices, and mitigate conflicts over resource use and avoid any forced eviction.

Vimercati S.p.A. recognizes that pollution prevention, biodiversity and resource conservation, from air to water, to animals, to noise, are key to a sustainable environment and will therefore consider these concepts into its business decision-making.

All employees and contractors are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

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As a global supplier to customers worldwide, Vimercati S.p.A. operates across a diverse range of cultures and international markets. We are proud of our commitment to apply fair labor practices, while respecting the national and local laws of the countries and communities where we operate and are committed to providing equal opportunity in all aspects of employment.

Vimercati S.p.A. does not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation or harassment.

Vimercati S.p.A. works with our suppliers to help them treat their workers and employees fairly and with dignity and respect, maintain safe working conditions and adequate working hours, and conduct manufacturing activities in an environmentally safe and responsible manner.

Vimercati S.p.A. does not tolerate human rights abuses, human trafficking and/or modern slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Vimercati S.p.A. does not tolerate all forms of child labour or of young people not legally entitled to work, in its own operations and in supply chain's.

Vimercati S.p.A. adopts a clear, known and transparent policy on company wage and benefits for all its employees.

Vimercati S.p.A. strives to understand and respect the cultural values and laws wherever we operate.

Vimercati S.p.A. works to guarantee equal conditions and opportunities to men and women in all our activities and sites.

Vimercati S.p.A. works to guarantee in all cases the women's rights.

Vimercati S.p.A. acts to respect Diversity, Equity and Inclusion.

Vimercati S.p.A. complies with all laws and regulations to ensure ethical recruitment.

Vimercati S.p.A. respects the freedom of association and collective bargaining provided for by local laws and regulations.

Vimercati S.p.A. defines guidelines for the engagement of private or public security forces.

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Vimercati S.p.A. encourages the definition and implementation of similar standards towards own tier-1 suppliers and recommends the binding requirements towards tier-1 suppliers to pass on standards along their supply chain.

CEO
Mauro Pizi