

TECNICA GASKET Spa manufactures gaskets and technical items made of rubber and technopolymers.

Internally it operates a division of maintenance and mold making used later for molding production activities.

The basic objectives of our organization are:

Target striving for Zero Defects/Waste = Quality = Value Creation
Respect and Valuing of People = Factual Contributions
Customer Satisfaction = Customer Loyalty
Control of Environmental Impact and Occupational Safety = Continuity

Achieving and consolidating these objectives leads the Company to operate with a view to development, safeguarding its profitability in the long run.

Hence the need to consider internal and external context conditions, expressing effective leadership in managing and controlling risks and opportunities as they arise.

New and changing challenges are to be addressed with the proper involvement of stakeholders from a perspective of sustainability, commitment and participation in improvement for all activities aimed at the realization of products that achieve and excel all the requirements of Customers and Users.

Management considers as essential values to its development: customers, whose satisfaction it wants; human resources, whose interpersonal relations it cares for; and suppliers, with whom it sets up long-term cooperation.

In order to achieve, with foresight the set targets, the Management is committed to:

- **ENDOW** the Organization with sufficient human resources and means to achieve the set technical and time commitments,
- **DEFINE** company organization charts and issue procedures and operating instructions for all activities that have influence on quality,
- **STIMULATE** in employees a sense of personal responsibility and an awareness of working under an ever-increasing quality regime,
- **INVOLVE** suppliers to promote and implement products and services with mutual benefit,
- **KEEP** constantly monitored the efficiency of the introduced Management System,
- **MONITOR** with the established frequency the indicators of process efficiency.

Tecnica Gasket, considers fundamental to its own development:

- **CUSTOMER FOCUS:** every Customer is different, has different needs, often diversified for the same Customer and changing over time. The main trend lines that Customers manifest concern:

-Technical quality needs: meeting product requirements and performance;

Needs for speed and flexibility, accuracy and reliability of deliveries;

-Open communications, quick and complete information on technical, organizational and work progress aspects;

- Cost containment and more.

We intend to monitor, follow up and support Clients on the most sensitive aspects that are appropriate to our mission.

- **PROCESS MANAGEMENT:** operational processes, what we do and how we do it determines our results. Results and performance are achieved by optimizing all process resources: selected materials, up-to-date technologies and machines, measuring instruments, and valid and proven working and control methods in which all personnel can express themselves to the fullest and contribute to meeting Customers' requirements and expectations.

Application of the principles of IATF 16949:16 must focus on the "Key Process(es)," those with high criticality, high added value and that create the organization's reputation with the customer.

For a manufacturing company, the key processes are generally the technological processes; for the "non-technological" processes, the objectives focus on education and training: the management team continuously improves its knowledge/skills and continuously delivers notions to the personnel who directly determine/produce quality.

- **CONTINUOUS IMPROVEMENT:** Customers and the market are constantly moving along lines of improvement toward ever greater competitiveness; consequently, we also strive for constant improvement.

Today's results and performance must be the benchmarks against which we set and test our ability to improve.

The same commitment, we try to pass on to our suppliers with a view to enjoying an ever-increasing quality and a maximum degree of satisfaction that we, in our process, will further enhance and make appreciable by the customer.

- **THE PRINCIPLE OF RISK-BASED THINKING:**

The company is committed to promoting business risk analysis:

-Through the assessment of internal and external contexts with regard to stakeholder expectations/needs;

-Through the assessment of relevant risks/opportunities by defining the necessary actions for their treatment in order to prevent non-compliance and improve the contexts themselves;

-By establishing objectives compatible with strategic directions and the business environment;

-By ensuring the integration of management system requirements into the organization's business

- COMPLIANCE WITH ENVIRONMENTAL AND SAFETY LAWS:

The company intends to move forward and offer new guarantees for sustainable development made up of greater attention to accident prevention safety in the workplace and reduced environmental impact.

More specifically, the company is committed to:

- be constantly updated on the requirements of the laws, rules and regulations issued by the relevant authorities on occupational safety and environmental protection in order to ensure its compliance with them;
- define roles, responsibilities, assignments and ensure the required regulatory competencies and their continuous updating;
- continuously monitor injuries and accidents in order to minimize the risks of occupational injuries and illnesses, including through appropriate monitoring of access by external parties;
- maintain and increase staff awareness of environmental and health and safety issues through periodic meetings aimed at this;
- monitor and control all our significant environmental aspects: waste, discharges, emissions, soil, noise, etc.; and ensure compliance with laws, for active environmental protection, energy conservation and natural resources;
- extend and verify with suppliers attention to the management of and compliance with safety and environmental protection legislative and regulatory compliance;
- promote staff awareness and empowerment regarding their own and others' health and safety in the workplace. Environmental protection with awareness-raising actions in addition to information and operating instructions.

SUSTAINABILITY.

The company is engaging with the launch of a new environmental sustainability project, which aims to significantly reduce co2 emissions and improve energy efficiency throughout production.

For some time, we have been investing in new state-of-the-art manufacturing technologies that reduce energy consumption and increase efficiency.

We work with suppliers to develop innovative and sustainable materials that reduce the environmental impact of our products.

Paratico, 02.01.2024

The management

