

QUALITY POLICY

STM considers Quality a key element of its strategy in order to ensure a product characterized by maximum customer satisfaction.

It promotes the commitment to quality at all organization levels, aware of its leadership role, it spreads and supports the commitment to meet the requirements of the Management and Quality System and to continuously improve its effectiveness and finally it transmits to the entire structure the importance of knowledge management. For this purpose, a Quality Management System has been established that complies with the regulation UNI EN ISO 9001 ed. 2015. identifying the processes and risks inherent in the activities that govern them.

Process	Process expectations - Process objectives
Commercial Activities	Acquire new orders, new clients, higher revenue
Design	Issue specifics to produce / purchase quickly
Orders management	Correct codification in management system
Production - Planning	Make the necessary documents available to all workstations (workshop machine tool and Assembly), including technical ones, along with the necessary material
Internal product manufacturing	Ensure the availability of tested components and finished products
External product manufacturing	Ensure the availability of tested components and finished products
Purchasing Dept.	Issue orders to the suppliers and manage the lead times
Goods receiving (goods receiving tests)	Ensure the availability of tested semi-finished and finished products
Finished products warehouse	Ensures the availability of stock picking (components to be assembled) to the internal and external assembly dept.
After-sales	Satisfy customers Inform internal bodies of the problems encountered
Direction	Definition of activities, assets, resources and machine tool to ensure the required budget
HR	Personnel suitable for the requests, good trade union relations, ensure correct and consistent pay slips.
QHSE	Improve business processes by eliminating waste and non-conformities as much as possible, guarantee the information structure with objective data in order to monitor company performance trends and the documented production standards.

Personnel is required to respect the process objectives, in the execution of activities.

To this end, it plans and implements the continuous activity of involvement, training and keeping up-to-date of personnel at all levels and, in particular, of those employees engaged in activities related to Quality.

The Quality Policy commitments are translated into a plan of defined and measurable objectives and targets, for the appropriate organization levels.

The quality policy defined by the Direction, coherent with the organization's overall strategy and policy, establishes the following priority objectives:

- Keep the QMS active;
- Increase the professionalism of employees and collaborators
- Encourage and raise staff awareness about QMS and continuous improvement
- Optimize business process management
- Keep process efficiency to set standards and, if possible, improve it
- Keep proven supplier reliability by extending suppliers development activities
- Maintain optimum levels of customer satisfaction

The criteria to verify the degree of achievement or deviation from the objectives set in the Quality Policy, through the commitments aforementioned, consist in referring to indicators directly related to management parameters considered particularly significant.

General Direction of STM S.p.A., supports the Quality Policy as formulated for the pursuit of set objectives and the continuous improvement, and also works to spread and make clear to:

- At organizational levels with responsibility roles, the motivations, the reasons and the assumptions
- At operational levels the aspects and implications directly pertinent to the competence activities

GENDER EQUALITY POLICY

Since its foundation, STM is committed to implementing the principles of gender equality on the entire professional path proposed to its current and potential collaborators. Said commitment translates into a strategy for the development and management of human resources able to ensure effective respect of equal opportunities through the promotion of tangible actions.

GUIDING PRINCIPLES AND AREAS OF ACTION

The adoption and pursuit of a management system for gender equality, whose ultimate objective is the "Certification of Gender Equality" of this organization, aims to promote and protect diversity and equal opportunities in the workplace, through (i) the analysis of the critical aspects of the behavior of this organization and (ii) the measurement of the stages of improvement through the preparation of specific KPIs, reported in official documents.

STM is aware that the path to gender equality is long and requires an increasing commitment, with the aim of fully addressing the thematic areas most affected by this topic, namely:

- 1 **Wages and careers** --> STM aims to keep adopting and improving the tools, the procedures and the resources needed to overcome unequal treatment in terms of wages and professional growth
- 2 **Parenting and family care** --> On the basis of statistical discrimination processes, organizations attribute to mothers on average a greater involvement than to fathers in the management of the family and the home (evidence proved by data) and therefore prefer to hire and promote men to whom they do not attribute such loads. This creates a discriminatory balance from which it is difficult to get out, without specific measures designed for the purpose. STM intends to oppose to this trend through initiatives that can restore the gender balance.
- 3 **Management bias and processes** --> Management processes are not gender-neutral; a group of fully male evaluators may be less able to assess the abilities of a female worker and this may lead to the choice of resources not evaluated on the basis of merit and future performance. STM firmly believes that the management of business processes in a neutral way, thanks to objective indicators of measurement with respect to gender, will make them more efficient and effective.
- 4 **Training and awareness-raising** --> The promotion of awareness of the critical aspects characteristic of an organization and the stereotyping of the role of women within the Country system are the starting point for a real understanding and progressive overcoming of the gender gap. The promotion of training and awareness-raising initiatives at all levels, as well as the establishment of KPIs for the evaluation of company management, are the cornerstones on which STM intends to base a new organizational paradigm.

STEERING COMMITTEE

This document establishes the Steering Committee, composed of:

- Tiziano Girotti
- Manuela Girotti
- Sandra Ruggieri

The task of the Steering Committee, which will have its own code of conduct and will meet at least quarterly, is to:

- ensure the continued and effective implementation of this gender equality policy;
- draw up a strategic plan in order to translate the themes of this policy into simple, measurable, realistic, time-planned and individually assigned objectives in terms of implementation responsibilities;
- allocate the resources designated by the Direction for the concrete implementation and pursuit of the strategic objectives contained in the strategic plan;
- promote training and awareness of the issues covered by the strategic plan, in particular by raising the awareness of managers who hold top positions and who assume the responsibility of bringing to life and applying the principles and objectives that fall under their respective spheres of responsibility.



QUALITY ISO 9001:2015 AND GENDER EQUALITY POLICY PDR 125:2022

INTERNAL AND EXTERNAL COMMUNICATION

This organization aims, through the initiatives put in place by the Steering Committee and the stakeholders involved by it, to set up a gender-neutral internal and external communication, thanks to the initiatives which are in line with the principles of this policy and the strategic objectives set.

In particular, with regard to external communication, STM commits to:

- set up its own marketing and advertising campaigns avoiding actions that foster any gender stereotypes and using an inclusive and neutral language;
- encourage participation in events/webinars organized by STM through a balanced gender composition.

Through a revision of the document by the interested parties, already drawn up under the integrated system UNI/ISO 9001/27001, the Steering Committee will identify each of the stakeholders involved in its project of an inclusive communication and respectful of gender equality issues.

Lippo di Calderara, 16/10/2023

STM SpA


(Tiziano GIROTTI)
Title: Chairman of the Board of Directors