

1. QUALITY AND SOCIAL RESPONSIBILITY POLICY

RAXY LINE Srl considers the quality of its products and services to be of primary importance. These must be provided in compliance with the agreed technical specifications required by customers and/or resulting from market analyses, while adhering to applicable regulations and paying attention to environmental impacts, climate change, and social responsibility.

The company has defined its quality and social responsibility objectives through methodologies and tools integrated into a Quality Management System (QMS) compliant with UNI EN ISO 9001, to manage the entire organization efficiently and effectively and pursue continuous improvement.

In defining quality objectives, Top Management has taken into consideration:

- Internal and external factors that may affect the company's ability to achieve its objectives, including factors related to climate change;
- Criteria for assessing identified risks and opportunities;
- The systematic review of risk assessments as a strategic tool of the company;
- Accountability regarding activities and decisions towards stakeholders;
- Transparency and ethical behavior;
- Respect for stakeholders' interests;
- Compliance with the principles of legality, international standards of conduct, and human rights.

The main tools for achieving quality, social responsibility, and sustainability objectives are:

- Making continuous improvement in quality and sustainability a strategic tool for the company;
- Establishing a clear procedure to promptly meet every customer and stakeholder requirement, including attention to climate change impacts and social responsibility principles;
- Being accountable for significant impacts associated with activities and decisions;
- Clearly and comprehensively disclosing information related to activities and decisions for which the company is responsible;
- Pursuing honesty, fairness, and integrity in implementing activities and decisions;
- Promoting collaboration with suppliers/outsourcers by improving procurement processes and progressively raising awareness of sustainability aspects, ethical principles, and social responsibility;
- Ensuring control of both internal and outsourced processes in compliance with requirements, with a focus on efficiency and lean processes;
- Ensuring that products meet customers' requirements and comply with applicable technical and legislative regulations;
- Maintaining compliance of activities necessary to guarantee the quality of products and business processes while respecting social responsibility and environmental sustainability, and ensuring their recording in controlled documents;
- Recording activities required by contracts and current legislation;
- Promoting employee training and empowerment, including topics related to sustainability, climate change, and social responsibility principles;
- Encouraging employee participation in the implementation and improvement of the QMS and sustainability initiatives;

- Maintaining a positive internal working environment and fostering teamwork;
- Identifying, reviewing, and assessing the needs and expectations of all interested parties (customers, suppliers, outsourcers, employees, partners, etc.) to ensure appropriate responses and resolution of issues related to product and service quality and sustainability requirements.

1.1 Management Commitment to Human Rights Protection and Equal Opportunities

The Management of **RAXY LINE Srl** is committed to ensuring full compliance with the following human rights principles through the following commitments:

- Commitment not to use or support child labor and to reject any form of collaboration with individuals, companies, entities, and organizations (including the entire supply chain) that do not exclude the employment of people who have not fulfilled compulsory education requirements;
- Commitment not to use or support forced or compulsory labor and to reject any form of collaboration with individuals, companies, entities, and organizations (including the entire supply chain) that do not exclude such labor practices;
- Commitment to providing a safe and healthy working environment to protect the physical and psychological well-being of its workers and those throughout the supply chain (including through appropriate audit activities);
- Commitment not to restrict in any way the right of workers to form, join, or organize trade unions or other associations;
- Commitment to employing human resources solely based on their skills and abilities, avoiding any form of discrimination and promoting cross-functional training and development programs;
- Commitment to ensuring workers' dignity and respect through, among other measures, the exclusion of punishment and harsh or inhumane treatment, the recognition of fair remuneration, and the provision of working conditions and schedules that ensure a proper work-life balance;
- Commitment to ensuring gender equality to promote career opportunities within the company, equal pay, parenthood and work-life balance policies, and fair management of business processes.

1.2 Communication of the Quality Policy

Therefore, to achieve the established quality objectives, Top Management commits to:

- Supporting, disseminating, and making the Quality and Social Responsibility Policy understandable by providing employees with documented information and promoting targeted training and engagement initiatives;
- Communicating the Quality and Social Responsibility Policy, where appropriate, to interested parties;
- Defining objectives for each function and providing the necessary resources to achieve them;
- Considering the expectations of local communities, customers, employees, suppliers of goods and services, environmental associations, and all relevant stakeholders by assessing the social impacts that business decisions may have on them and ensuring a two-way communication system, access to information, and mechanisms for submitting observations and complaints;

QUALITY POLICY

- Systematically reviewing the Quality and Social Responsibility Policy, related objectives, and associated risks and, when necessary, defining new objectives and/or modifying actions undertaken to reduce the risk of failure.

Spresiano, 25 June 2026