

COMPANY MANAGEMENT POLICY

Among the most important global players in the design and production of hinges for household appliances, C.M.I. is an Italian company that produces products of absolute quality and reliability.

We are part of the Italian SABAF group which has the ambition of being a local partner capable of guaranteeing a very high level of service and competitive solutions of a high-quality standard at a sustainable cost for its global customers.

Continuous improvement, full compliance with the product, process, environmental and health and safety regulations applicable to us represent a precise and priority commitment for us and are expressed in a few but fundamental principles, all aimed at guaranteeing and, where possible, improve the satisfaction of **interested parties**, with particular regard to their **expectations**.

HUMAN RESOURCES

People represent an absolute priority, a precious resource and an added value of the company, and we proudly invest in the growth and enhancement of their professional skills, promoting dignity and freedom within shared rules of behaviour that ensure sharing of values.

In this context, it is essential to identify the correct communication channels to ensure that information is transmitted effectively; the **participation** of people in the management of health, safety and the environment, their awareness of this and the **consultation** of their safety representatives are fundamental elements of company life and development.

PROCESSES AND ACTIVITIES

It is strategic to listen to the customer right from the offer phase, advising him, guiding him as best as possible and proposing customized solutions for quality and special precision needs.

We need to improve our processes as much as possible in terms of effectiveness and efficiency consistently with social and environmental respect and sustainable development of all social, environmental and health and safety components, thus consolidating technological and market primacy in design, production and distribution of our products.

The commitment to being a reliable partner for our customers also materializes in trying to intercept any deviations from quality standards, before they reach our customers.

Our strategic suppliers are essential components to achieve this, so our commitment to qualifying, involving and controlling them in a partnership perspective is high.

HEALTH & SAFETY

The Top Management's **commitment to eliminating dangers and reducing health and safety risks** in the workplace is a priority: the **absence of accidents and occupational diseases** and their prevention are a strategic

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objective to be constantly pursued.

In this sense, the utmost attention is paid above all to the collection of performance data relating to health and safety trends, among which those relating to the development of communication regarding near-misses, the preventive evaluation of new processes or products and the impact of these new activities in terms of risk indicators, as well as to raise awareness of suppliers who find themselves operating at our offices.

Our company, in a logic of respect for the human entity and sustainability, wants to guarantee the physical and moral integrity of its collaborators, working conditions that respect human dignity and safe and healthy working environments.

ENVIRONMENT

CMI is committed to actively contributing to the protection of the environment as a primary asset to be safeguarded in the name of future generations and by adopting a business model that combines economic objectives, environmental sustainability and circular economy.

By pursuing continuous improvement and efficiency, as far as possible, of our processes and products, the prevention of pollution and the rationalization of energy use are of primary importance.

Efforts must be concentrated on the optimization of natural resources including water consumption.

The commitment is also aimed at rationalizing the waste produced and related to production, in terms of reduction, management optimization, recoverability and reduction of dangerous fractions.

The Group informs, stimulates and raises awareness of all staff in order to promote adequate environmental awareness and continuous awareness-raising towards our most environmentally relevant suppliers.

The company policy was:

- *Distributed via email and by posting on the notice board to all employees. Illustrated during internal audits.*
- *Made available to interested parties: suppliers, customers, etc.*

Furthermore, representing a reference framework for the improvement objectives of our company, it is annually reviewed for adequacy as part of the management review.

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