COMPANY POLICY

Quality – Health – Safety – Environment – Social Responsibility

ALDENA is a company that manufactures metal components, the production of which requires knowledge, experience, technology, and equipment of the highest professional standard.

ALDENA is an organization that, relying exclusively on its own resources, is reaching levels of knowledge and quality that allow it to establish itself in the national and international radio and television broadcasting sector, competing with companies that are considerably larger and more powerful.

The Management's overall objective is, naturally, to acquire the highest possible number of increasingly qualified and important Customers, while maintaining a high level of customer satisfaction, without negatively affecting the health and safety of the workers involved or environmental policies.

To achieve this, one of the most important parameters is the quality-price ratio of its high value-added products and services, which must be constantly improved in order to counter increasingly fierce competition.

ALDENA's strategy consists of providing quality services while respecting the environment, the health and safety of workers, and the Customer, in accordance with applicable and subscribed legal requirements.

The achievement of ALDENA's overall objective must therefore necessarily be pursued through a series of analyses:

- **QUALITY:** this is a parameter of fundamental importance for the creation of professional products and services.
- **SAFETY–ENVIRONMENT**: this is a requirement of fundamental importance that must be respected in order to create a healthy and safe workplace.
- **COSTS:** the second parameter of great importance for achieving ALDENA's overall objective is cost containment, which can be achieved by creating products with a high degree of engineering — the result of extensive Research & Development work — and by gradually adopting an increasingly industrial production approach, despite limited quantities.
- **FLEXIBILITY:** in order to be able to respond to competing companies, it is necessary to maintain the highest possible degree of flexibility. Flexibility means the willingness to modify production and external relations according to market needs.
- **CUSTOMER RELATIONS:** our added value lies in the relationship we are able to establish with the Customer, whether in terms of pre-sales support, with rapid responses tailored to specific needs, or in terms of after-sales support, with prompt interventions when necessary, and finally in terms of communication, information sharing, and transparency towards the outside world.
- **SUPPLIER RELATIONS:** selected suppliers play a decisive role in the final quality of the product offered by Aldena. For this reason, preference is given to suppliers that have implemented a certified quality, environmental, health and safety management system.
- **INTERPERSONAL RELATIONS WITHIN THE COMPANY**: the objectives listed so far share two factors that Management considers to be of fundamental importance: strong internal collaboration and great passion for their work on the part of ALDENA employees. All employees contribute to the development of the company and to the application of procedures. ALDENA works to ensure that everyone can operate in a safe, healthy, and environmentally respectful workplace.

- **SOCIAL RESPONSIBILITY:** promotion of a Culture of Respect for the Individual and of Safety and Health in the Workplace and Environmental Protection; rejection of the use of child and juvenile labour; rejection of every possible form of discrimination, whether based on nationality or ethnicity, gender, religion, political affiliation or trade union membership, sexual orientation, disability, marital status, or any other condition; promotion and support of freedom of association and workers' participation in Trade Unions and collective bargaining; guarantee of workers' right to privacy as an integral part of the social responsibility guidelines; guarantee of supplier control through selection, qualification, and monitoring procedures; requiring suppliers to commit to complying with the requirements of the SA 8000 standard and preparing a multi-year intervention plan for them; ensuring support for suppliers that are not aligned with the standard, in order to improve their performance level until it reaches acceptable levels according to the requirements of the standard.
- **MANAGEMENT OF BUSINESS RISKS:** knowledge and quantification of strategic risks allow ALDENA to understand its risks and, where possible, influence the probability of their occurrence, including the assessment of risks to workers' health and safety and to the environment, in compliance with legal requirements.

ALDENA'S FUNDAMENTAL OBJECTIVES ARE:

- To generate sufficient profits to achieve its objectives and improve its current market position.
- Continuous improvement of its image towards current and potential customers.
- Continuous improvement of Customer satisfaction, both external and internal.
- Continuous improvement of the quality level of the services provided and of internal processes, in order to achieve greater competitiveness in current and future markets.
- Continuous improvement of relations with suppliers and improvement of supplies through their continuous monitoring and assessment.
- Improvement of internal organization and optimization of resources: the involvement of all employees is an essential condition.
- To ensure a healthy and safe workplace in order to prevent accidents and occupational illnesses.
- Greater awareness among personnel of the importance of properly managing the activities within their competence and complying with defined procedures.
- Greater awareness that respect for the environment is the responsibility of each of us, including through small actions.

KEY CONCEPTS FOR ACHIEVING THE OBJECTIVES

- Each department must give absolute priority to the needs of its customers, whether EXTERNAL — purchasers of products or services, subcontracting suppliers, etc. — or INTERNAL — internal production cycle, machine operators, assemblers, etc. — to the company.
- Each department must consider PREVENTION as a priority over CORRECTION.
- Each department must strive to improve its processes.
- Programs aimed at the continuous improvement of quality, safety, and the environment must be adopted.
- Training on quality, safety, and environmental concepts must be maintained across all departments.

The reference values and quantities of the indicators considered for achieving the established objectives are described in greater detail in model M-9.1-1.

TELECOMUNICAZIONI ALDENA SRL has adopted an integrated quality, environmental, and safety management system compliant with the ISO 9001:2015, ISO 14001:2015, and ISO 45001:2023 standards. In addition, at the end of 2025 it began the process for SA8000 certification.

TELECOMUNICAZIONI ALDENA SRL also undertakes to ensure maximum transparency towards the Certification Bodies, guaranteeing constant commitment to complying with the required standards, as well as with the SA 8000 standard and the requirements established by SAI — Social Accountability International.

In the event of a complaint that has not been sufficiently resolved by the company, or for which an adequate response has not been received, workers may appeal by writing to the following Bodies that certify the company's SA8000 certification:

Certification Body:

insert the details — company name, e-mail address, address, etc. — of EUROCERTIFICATIONS

Accreditation Body:

SAI: SAAS - 220 East 23rd Street, Suite 605, New York 10010 USA

e-mail: saas@saasaccreditation.org - Fax: +212 684 1515

Milano, 9 May 2026

The Management

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