

# QHSE Policy

**Our vision:**

Global leader in customized heating and temperature control solutions, driven by excellence and passion.

We ensure the company's leadership and sustainability through a long-term strategy that integrates the values of **SAFETY**, **COLLABORATION**, **CUSTOMER FOCUS**, **EXCELLENCE**, **RESPECT**, and **INTEGRITY**, in connection with the following strategic markets:

- Nuclear
- Aerospace – Defense – Space – Turbines
- Semiconductors
- Industrial and Premium Markets

**Our Commitments**

- Ensure the safe and profitable operation of the company
- Invest continuously in equipment and processes that improve working conditions and employee well-being by eliminating hazards and reducing risks
- Undertake environmental protection actions through the ONE PLANET program, including pollution prevention
- Satisfy to all compliance obligations
- Actively consult the employees and their representatives
- Maintain prevention regarding suspicious, fraudulent, or counterfeit products
- Enforce the "copy exact" rule for the market Semiconductor
- Prevent the presence of foreign substances or articles (FODs) in our products



**Our commitments regarding aviation and nuclear safety**

- Instill in staff the concepts of aviation and nuclear safety, and organizational and human factors (OHF), deploying these principles while respecting a "just culture"
- Strengthen the culture of nuclear and aviation safety
- Do not compromise nuclear and aviation safety with other priorities
- Provide the necessary human and material resources

**Our main improvement objectives**

- Reduce the number of customer complaints and improve our delivery performance
- Improve our level of operational excellence
- Standardize and implement eco-design in our products
- Improve our environmental performance according to the ONE PLANET strategy by investing in strengthening biodiversity
- Protect and/or conserve natural resources and use resources sustainably
- Improve productivity, identify key roles, and deploy individual development plans
- Develop the commercial synergy THERMOCOAX-DUREX in the semiconductor activity

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SALES CO Director

**C. ROSARIO**  
OP CO Director

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Quality Director

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Production Director

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Engineering Director

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Technical Director

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