

COMPANY POLICY

GILARDONI, founded in 1947, has its roots in research, quality and innovation. It is one of the world's leading manufacturers of X-ray and ultrasound equipment, both in the medical, safety and non-destructive testing fields, as well as OEM components.

The innovative characteristics that distinguish the products, make **GILARDONI** sustainable in principle, because through these applications it is possible to replace natural radioactive sources, expand safety controls on and for people, and perform structural checks of products, avoiding waste and production's scrap and materials, as well as expand the safety of use.

Essential and primary aspect of **GILARDONI** is the definition of founding principles, which must be respected, shared and pursued by all stakeholders, both internal and external and any other person acting, in any capacity, in the name and/or on behalf of **GILARDONI**, aimed at creating a healthy working environment that generates business profitability, as a fundamental element for maintaining healthy growth, such as:

- Respect for the Customer and his continuous satisfaction;
- The culture of Quality as an element of growth and application of distinctive methods;
- Continuous improvement of the effectiveness and efficiency of internal processes, products and services provided;
- The continuous adoption of measures to safeguard the Health and Safety of all Stakeholders and Social and Environmental Welfare.

In line with our commitment and in accordance with the Regulations, Laws, Regulations and Codes of Conduct in the national and international field, recognized and applicable to the business sector of the company, as well as to International Conventions and Universal Declarations, **GILARDONI**:

- It pursues the continuous improvement of results through the translation of requirements in the national and European field against the standard UNI EN ISO 9001:2015 and UNI EN ISO 13485:2016/A11:2021 and in the international field, specifically MDSAP (USA according to CFR 21 - Canada according to CMDR - Brazil according to DRC 665/2022), in practice and operating procedures;
- It operates within the limits of its shared Code of Ethics and to which all stakeholders must adhere;
- Guarantees the protection and protection of data in accordance with the indications provided by the European Regulation (GDPR 679/16);
- Ensures freedom and anonymity with respect to any report of wrongdoing, through the whistleblowing system in place;
- It undertakes annually to review this Policy, with the aim of reviewing its contents, lines and principles, so that they are always consistent with the nature of the company and the regulatory and legislative landscape in force.

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These intentions translate into assumption of responsibility and ethics, safeguarding the dignity, freedom and well-being of people as well as the communities in which they are present and the environment around them:

- ➔ Recognizing people as an indispensable element for the development of the company, safeguarding and enhancing equal opportunities for development and professional growth, through a constant commitment to continuous training, and the promotion of a culture based on meritocracy and respect for people throughout the selection, management, development and career cycle, by compensating employees fairly, without differences in the opportunities for access to the same pay based on gender, respecting freedom of association and the right to collective bargaining.
- ➔ Safeguarding and ensuring a safe, fair and secure working environment, as well as a system of values and principles on legality, transparency and sustainable development with particular attention to health and safety, integrity and ethics, to the inclusion and diversity and the environmental issues.
- ➔ Safeguarding individual freedom, repudiating and condemning:
any form of discrimination based on the individual's ethnicity, nationality, language or religion, political or sexual orientation, gender, social context, age, disability or any other personal, cultural or professional sphere. In this perspective **GILARDONI**:
 - Encourages and promotes inclusion and diversity in all business divisions;
 - Any form of harassment, violence, threat, intimidation or sexual, psychological, physical or verbal abuse relating to the personal and cultural diversity of the individual, or attitudes attributable to persecutory practices;
 - All forms of labour exploitation, including forced or child labour, human trafficking and any form of coercion or physical and psychological punishment.
- ➔ Ensuring all forms of fight against corruption through the adoption of appropriate standards of conduct of directors, statutory auditors, management and employees, as well as suppliers and subcontractors and all those working to achieve the objectives of **GILARDONI**, as outlined in the Code of Ethics and other Company Guidelines, pursuant to Legislative Decree. 231/01
- ➔ Promoting the commitment to the Environment:
 - By establishing a system that can monitor to improve environmental performance and reduce impacts to an economically viable level in relation to the best possible technology and investment, and in relation to the optimal use of resources, such as water, energy, waste and emissions into the atmosphere;
 - Strengthening, developing and sharing business decisions and strategic plans, also with a view to protecting the environment and safeguarding both natural resources and biodiversity;
 - Pursuing the reduction of environmental impacts at different stages of the life cycle of our products/projects.

Approved by the President of Gilardoni Spa a Socio Unico
Marco Tacani Gilardoni
on 15/07/2024