

Responsibilities and Monitoring of Sustainability Policies

The present Policy is approved by the Management and by the Board of Directors, who are responsible for the promotion, the diffusion and the respect of the principles described herein.

Sustainability Policies constitute a fundamental element of the Company human, cultural and entrepreneurial heritage, and require the definition of clear responsibilities and modes to develop the initiatives, to make informed choices and to monitor the respect of Policies.

All the departments within the organization have the task to share sustainability themes, to identify the areas of possible action/correction/improvements, and to promote their implementation. The heads of all departments shall take care to coordinate those activities, and to monitor possible concerns raised about the respect of Sustainability Policies.

Every four months, Management Reviews shall have the scope -among the others- to discuss and kick-off new initiatives, to assess the progress of initiative already launched, and to consolidate the results of monitoring the respect of Sustainability Policies.

Any concern on Sustainability Policies, on their correct interpretation and on possible deviations/violations, can be clarified by any Mecoil Diagnosi Meccaniche employee through:

- His/her own responsible;
- Any representative of the Company Management;
- The Management Consultant, who assumes the role of Ombudsman and Responsible for Integrity and Sustainability;
- Raising -also in anonymous way, the concern through the dedicated website.

The Responsible for Integrity and Sustainability has the responsibility to assess the definition and the periodic update of the contents of Sustainability Policies, and to check their implementation by all the addressees.

Mecoil Diagnosi Meccaniche makes available for its Employees the channel to raise concerns on behavior, processes and practices not aligned with the principles contained in Sustainability Policies and, at the same time, to guarantee the anonymity of individuals raising the concern, and confidentiality about individuals possibly subject of the concern. Any concern is analyzed and assessed, and reported to the Management for the required actions.

The Responsible for Integrity and Sustainability will submit at any Management Review a report about monitoring on application of Sustainability Policies; possible relevant notes, decisions and actions shall be tracked in Management Review Minutes.