

Allegato - POLITICA DEL GRUPPO MEVIS - EN

Mevis' Quality, Safety and Environment Policy is based on four "supporting frames":

Continual Improvement

Mevis applies the "Company Wide Quality Control" as an approach to continual improvement in the belief that the pursuit of the "Total Quality" should be endorsed by all business processes. In particular Mevis pursues the involvement of all employees in the entire cycle of continual improvement through a system of management by targets extended to each department / office. The Executive Board has decided to develop with continuous action:

- a quality system complying to ISO TS 16949 requirements (or any other that may be requested by the customer);
- an environmental and safety management system coherent to the relevant regulations (UNI EN ISO 14001, OHSAS 18001 and to the "Lavoro Sicuro" (Safe Work) Guidelines or equivalent if available in different national contexts)
- an approach to information security conform to the most widespread best practices on the market (ISO 27002) and to relevant regulations. Mevis protects with a particular focus the personal information and copyright through appropriate technical and organizational methodologies

with the purpose of increasing and maintaining the company's competitiveness both through the continuous improvement of products, services, processes, image and through the continuous improvement of its performance for the environment and the safety of its employees, protecting, as appropriate, the company's and customers' information assets.

Customer/stakeholders and other interested parties satisfaction

Mevis wants to create partnership relationships with its customers and true collaboration with internal and external interested parties: in this perspective the "Customer and interested parties satisfaction" factor should be considered essential for the company's strategy.

Attention to the environment and to the person

The company has always been attentive and committed to the protection of the territory and of its employees. This commitment to the environment is realized in the rational and aware use of raw materials and resources, in the efficient management of waste and ultimately the prevention of pollution by adopting, from time to time, each time, the best technologies available.

The attention to the person is promoted not only in the search for safe working conditions, but also in the development of shared values.

Attention to Information Security

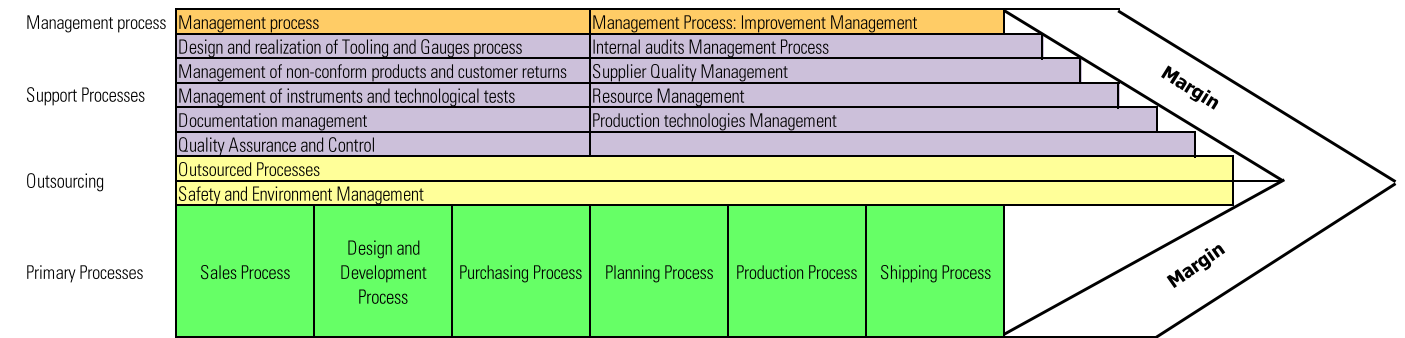
Mevis is committed, for the information assets under its management, to respect and ensure respect of:

- The confidentiality by ensuring that information is not be made available or disclosed to not allowed individuals, entities or processes.
- The integrity by ensuring protection for the accuracy and completeness of assets intended as any information or asset to which the organization assigns a value.
- The availability by defining the methods for access and use of information necessary to carry out activities.

For this reason, Mevis identifies the following factors as essential to its success:

- product quality and customer service;
- price competitiveness;
- constant search for innovative solutions to achieve significantly higher quality at competitive costs, in required time and with the minor impact on the environment;
- strong involvement, motivation and expertise of its collaborators through a continuous action for information, education, training and awareness;
- confidentiality and processing of information
- attention to the environment, working conditions and the company's social role.

This approach is expressed in the "value chain" model in which each process is defined and managed in relation to its contribution to the company's position.



In particular:

- the Top Management is personally involved in ensuring continuity and effectiveness of the Integrated Management System, Information security also through the provision of the necessary resources;
- the relevant functions have the responsibility to plan and carry out their activities in compliance with this document;
- all employees are aware and involved in the Quality, Safety and Environment Policy;
- the Quality, Safety and Environment policy is made public in the company website as an element of transparency towards stakeholders/interested parties.

Mevis, therefore, bases its activities on the following principles:

Principles for Quality Management

- compliance to customer requirements and capacity for organizational integration;
- direct involvement of each employee in the company's continual improvement;
- strong integration and control in company processes (in the "supplier - customer" approach);
- maintaining the necessary flexibility and organizational effectiveness (to avoid needless bureaucracy).

Principles for Safety Management

- compliance to applicable law prescriptions on safety;
- consultation with workers, also through the workers' safety representatives;
- design / purchase of machines, plants, equipment and definition of the workplaces, operating methods and organizational aspects in order to safeguard the health of workers, third parties and of the community in which the company operates;
- search for conditions favouring the welfare and health of its employees.

Principles for Environment Management

- compliance to applicable law prescriptions and regulations on safety;
- keeping under control the significant environmental aspects (such as the use of materials and resources and the production of waste) and related impacts with a constant attention to the pollution prevention;
- application of the best technologies available.

Principles and targets for Information Security Management

- compliance with legislative requirements - regulations and / or contractual provisions concerning Information Security
- preparation of plans for the continuity of the activity, and that such plans are kept up to date as much as possible and controlled;
- adequate training of personnel on the subject of information security
- identification and management of all violations of information security and possible weak points,

Principles for Ethics Management

- respect for and promotion of human rights universally recognized as part of its activities and relationships;
- sharing of company values;
- elimination of child labor;
- elimination of any forms of discrimination in employment and occupation.

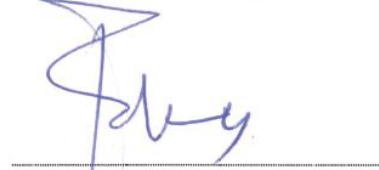
30/05/2014

Executive Director
Visentin Federico



Prendono atto della Politica del Gruppo MEVIS e si impegnano ad attenersi a quanto descritto nel presente Manuale

Human Resource and Sales
Manager



Health and Safety Manager



Industrialization Manager



Administration, Finance and
Controlling Manager



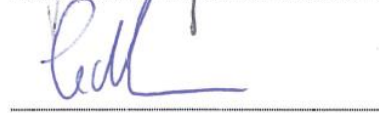
Product Engineering Manager



Information System Manger



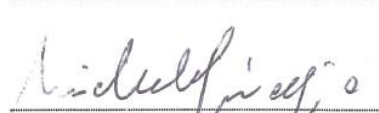
Purchasing Manager



Operations Manager



Tooling Design Manager



Quality Manager



Plant Manager Mevis Slovakia



Plant Manager Mevis China