



WE WANT TO MAKE THE WORLD A **SAFER** PLACE THANKS TO THE CREATIVITY OF OUR **MECHANICAL FIXING SYSTEMS**, CUSTOMIZED FOR ANY AESTHETICAL AND FUNCTIONAL REQUIREMENT.
WE WANT TO MAKE THE WORLD A **TIDIER** PLACE THANKS TO THE FUNCTIONALITY OF OUR **HANGERS**, SUITABLE FOR ANY NECESSITY.
WE WANT TO MAKE THE WORLD A **MORE SUSTAINABLE** PLACE THANKS TO OUR WAY OF DOING BUSINESS, WHICH HAS A **POSITIVE IMPACT** ON PEOPLE AND THE ENVIRONMENT.



MISSION

VISION

WE DESIGN AND PRODUCE **MECHANICAL FIXING SYSTEMS** IN THE ESSENTIAL BOND BETWEEN PRACTICAL SAFETY AD AESTHETICAL ELEGANCE, THANKS TO SKILLS THAT ONLY WE CAN OFFER AND WHICH ARE GUARANTEED BY OUR STORY, TESTIFIED BY THE RECOGNITION AND THE TRUST OF OUR CUSTOMERS.
WE DESIGN AND PRODUCE PRACTICAL AND ELEGANT **FURNISHING HANGERS**, CONCEIVED TO BE APPLIED TO EVERY KIND OF RADIATOR, TO METAL SURFACES AND WALLS.
WE VALUE **HUMAN CAPITAL**, TO ALLOW EVERY EMPLOYEE TO PROFESSIONALLY AND PERSONALLY GROW IN A WORK ENVIRONMENT BASED ON SAFETY AND WELL-BEING OF PEOPLE.
WE SUPPORT **ENVIRONMENTAL** CONSERVATION AND **TERRITORY** INCLUSIVITY PROJECTS.

PURPOSES, PRIORITIES AND PRINCIPLES

PURPOSES

CREATE SECURE, FUNCTIONAL AND CUSTOMISED FIXINGS
CREATE STYLISH, FUNCTIONAL AND CUSTOMISED HANGERS

PRIORITIES

1. SECURITY
2. CUSTOMER CARE
3. CUSTOMISATION
4. INFINITE SOLUTIONS
5. QUALITY
6. PUNCTUALITY
7. STYLE
8. SUSTAINABILITY

PRINCIPLES

1. THE SECURE FASTENING OF OUR PRODUCTS IS OUR TOP PRIORITY
2. EVERY CUSTOMER DESERVES THE BEST ATTENTION TO THEIR NEEDS
3. EVERY CUSTOMISATION REQUEST IS IMPORTANT
4. ALL MECHANICAL FIXINGS ARE FEASIBLE FOR US
5. ALL OUR PRODUCTS ARE MADE IN ITALY
6. WE STRIVE TO MEET THE AGREED DELIVERY DATES
7. OUR PRODUCTS COMBINE AESTHETICS, FUNCTIONALITY AND CREATIVITY
8. WE ARE COMMITTED TO HAVING A POSITIVE IMPACT ON THE ENVIRONMENT AND PEOPLE

The quality of our product

The goal of MB FIX SRL SB is to **consolidate** its position in markets where it is already present and to **enter new areas** where it is not.

This goal is pursued through:

- The dissemination of the Quality Policy within the company, giving a clear indication of its customer-focused attention;



- Continuous innovation of the product, taking care of all details from design to packaging;
- Consequent innovation of the technologies for production;
- The professional growth of its employees;
- The search for qualified and preferably local suppliers, aiming to create a partnership relationship with them.

Another goal of MB FIX SRL SB is to propose its fastening systems in **sectors other than those in which it currently operates**, exploiting its own know-how and technology and customizing them for the applications of potential new customers.

MB FIX SRL SB operates to achieve the full satisfaction of its **customers**, through the quality of the product, respect for delivery times, attention to market needs, personalized technical assistance for the customer and continuous improvement of its processes, also with a lean perspective.

Our ethical commitment

MB FIX SRL SB has chosen to be a Benefit Company, integrating into its corporate purpose, in addition to profit objectives, the aim of having a positive impact on society and the biosphere. Our commitment is realized in the aspects listed below.

Health and Safety

- ✓ Ensure healthy and safe workplaces for all workers and people who come into contact with our reality;
- ✓ Promote the participation of workers and their representatives in the process of improving health and safety conditions and preventing occupational accidents and diseases;
- ✓ Evaluate risks and identify prevention and protection measures for health and safety, paying great attention to the training of workers and preventive measures;
- ✓ Use and manage chemicals and preparations in accordance with current environmental and occupational health and safety legislation, preferring the use of less hazardous products for humans and the environment and properly managing their storage, handling, use and disposal. Workers are informed and trained on the correct handling of chemicals and are equipped with the PPE required by the risk assessment;
- ✓ Comply with health and safety regulations and adopt and maintain a voluntary standard for systematic and integrated management with all company areas (quality, environment, safety) with the perspective of continuous improvement.

Respect for human rights and labor protection and inclusion

- ✓ Do not encourage, employ, or support the use of child labor;
- ✓ Do not encourage, employ, or support forced labor.
- ✓ Respect the right of workers to join Trade Unions organisations, promoting collaborative industrial relations;
- ✓ Promote the inclusion of disabled workers, ensuring favorable conditions for their integration and acceptance in the workgroup;
- ✓ Do not perform or support any kind of discrimination against workers and collaborators on any basis;
- ✓ Do not use or support disciplinary practices or verbal abuses contrary to the respect for the dignity of people;
- ✓ Promote gender equality, favoring through company organization, corporate welfare, protection of paternity and maternity, and work-life balance;
- ✓ Ensure respect for contractual conditions provided by the reference CCNL in terms of working hours, holidays, and permits, and every other aspect regulated by the contract;
- ✓ Guarantee a decent salary, in line with the agreements of the reference CCNL.

Good commercial practices

- ✓ Do not offer, promise, or request bribes;



- ✓ Oppose the solicitation of bribes, the request to conceal, disguise financial flows and company resources or to declare false information in tax, fiscal matters;
- ✓ Maintain transparent and loyal relationships with internal and external collaborators and public authorities;
- ✓ Combat all unfair commercial practices with all available means and guarantee and protect the company's intellectual property and patents, providing organizational and operational tools for the protection of assets;
- ✓ Do not give any direct or indirect support to criminal organizations and fight illegal practices, informing the competent authorities if contact occurs;
- ✓ Build relationships with stakeholders based on respect for the rules, loyalty, transparency, and correctness of information.

Environmental protection

MB FIX SRL SB commits to having a positive impact on the environment and to consider this in its strategic choices, promoting a logic of continuous improvement of environmental performance, through concrete objectives, such as:

- ✓ Comply with existing environmental regulations;
- ✓ Counteract the negative effects of climate change by supporting projects for the protection of biodiversity, such as nectariferous forests and bees in the area;
- ✓ Carefully monitor energy consumption, in order to avoid waste and progressively introduce technological solutions for the reduction of consumption;
- ✓ Reduce waste, particularly hazardous waste;
- ✓ Gradually reduce packaging and replace current materials with recyclable ones;
- ✓ Promote practices to prevent environmental accidents;
- ✓ Choose chemicals that are less polluting and impacting on the environment;
- ✓ Train staff on environmental issues and sustainability.

These goals are pursued on the basis of specific annual improvement programmes, which are monitored by management and reported annually.

MB FIX SRL SB, to ensure compliance with the commitments undertaken and the monitoring of objectives, has equipped itself with a corporate organization, with the presence of a manager of integrated systems, and has adopted the following voluntary tools:

- ✓ UNI EN ISO 9001:2015;
- ✓ UNI ISO 45001:2018;
- ✓ Ethical Code;
- ✓ Status of Benefit company.

The company provides material and organizational resources to pursue the provisions of this policy and, within the framework of the adopted standards, is committed to reviewing at least once a year the progress and results achieved.

A fundamental part of this policy and the consequent commitments is the involvement of workers and their awareness on the topics contained, subject to a specific training plan.

Borso del Grappa, June 30, 2023

THE SOLE ADMINISTRATOR

Daria Rodighiero