



COMPANY POLICY



QUALITY, ENVIRONMENT, ENERGY
HEALTH & SAFETY, ESG

Correggio, 04/03/2026
MQ008 rev 01

Our why

«Giving value to the Individual, in order to inspire Excellence and contribute to a better World.»





Company profile

CGM is a company founded in 1973, based in Correggio, covering an area of 8,000 square metres and it is part of Italian Gasket Group since July 2023.

The company designs and manufactures moulds and equipment, co-designs plastic items, injection moulds and injection-blows precision technical items in thermoplastic materials, co-designs and manufactures injection and extrusion systems for plastics, and manufactures and designs injection and extrusion systems for plastics.

CGM is a supplier mainly to the automotive and medical sectors.

CGM pursues **continuous improvement** through a **constant commitment** to the topics listed below



QUALITY

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QUALITY

- Define improvement objectives and targets that can be measured over defined time frames;
- Develop and enhance customer services, improving the company's ability to respond effectively to customer needs and expectations and paying close attention to monitoring and analyzing both delivered and perceived quality;
- Identify and adopt cutting-edge processes, technologies, surveillance and control systems, and production systems capable of reducing risks to product quality, operators, customers, and stakeholders; to produce products that meet growing customer demands;
- Pursue product and process development and innovation to expand market horizons;
- Consider suppliers as partners, working together to achieve objectives that satisfy both parties and ensure mutual growth;
- Encourage staff involvement, motivation, competence and awareness in achieving quality objectives and improving performance through appropriate training and education;
- Make available the necessary resources to ensure the development and improvement of the quality management system.

ENVIRONMENT



ENVIRONMENT



- CGM is committed to ensuring full compliance with all applicable laws, regulations and other requirements.
- Maintain a structured system for identifying, updating and periodically reviewing compliance obligations.
- Defining environmental impacts and environmental protection and stakeholder objectives over defined time frames;
- Planning and managing production processes in a sustainable manner, paying particular attention to waste reduction, rational use of resources and preserving air, water and soil quality and biodiversity;
- Design and conduct production processes and business activities using criteria aimed at preventing pollution, reducing environmental impacts and impacts on animal welfare, emissions (GHG emissions) and noise, and preventing possible accidents, adopting the best techniques available on the market for this purpose and verifying their reliability in the operation and maintenance of the plants;
- Define appropriate measures to promote the progressive decarbonization of its activities;
- Manage the chemicals used in production processes responsibly;
- Ensure responsible management of raw material procurement; Use appropriate control tools and monitoring systems for the environmental aspects generated by CGM's activities and the improvement programs adopted, identifying appropriate performance indicators capable of providing effective trend signals;
- Promote, where technically possible, the reuse and recycling of materials used and manage waste in compliance with applicable laws.



ENERGY

ENERGY



- CGM is committed to ensuring full compliance with all applicable laws, regulations and other requirements. Manage the energy required for its purposes in a sustainable manner by increasing energy efficiency activities and, where technically possible, the use of energy produced from renewable sources;
- Define measurable targets for reducing consumption while maintaining the same level of performance;
- Make available the resources necessary to achieve these targets, review the overall energy situation at least once a year and promptly verify the progress of the improvement programs adopted;
- Design and implement production processes and all support activities according to criteria aimed at achieving the lowest possible energy consumption, adopting the best techniques available on the market for this purpose;
- Use appropriate control tools and monitoring systems to assess the main energy consequences generated by CGM's activities and the improvement programs adopted, as well as the risks and health and safety protection for colleagues and third parties.

A collection of various colored and worn hard hats arranged on a wooden surface. The hats are in different colors including yellow, white, blue, orange, and light blue. Some are clean, while others are heavily worn, stained, or have mold. The text "HEALTH & SAFETY" is overlaid in the center in a large, bold, white font.

HEALTH & SAFETY

HEALTH & SAFETY

- CGM is committed to ensuring full compliance with all applicable laws, regulations and other requirements.
- Maintain a structured system for identifying, updating and periodically reviewing compliance obligations
- Ensuring the design and implementation of organizational models and production processes capable of preventing possible accidental events, safeguarding the health and safety of workers and stakeholders, compatible with the regular operation of assets;
- Ensuring the safety of machinery and the ergonomics of workstations, adopting the best techniques available on the market for this purpose;
- Providing suitable human, instrumental and economic resources;
- Adopt adequate emergency plans to respond to major emergency scenarios such as fire and/or health emergencies;
- Ensure continuous training, information and awareness-raising for management and all workers so that they are in the best possible position to carry out their assigned tasks in complete safety;
- Ensure the presence of emergency teams trained to handle fire emergencies or first aid requests;
- Ensure the availability of PPE required by the risk analysis to all personnel;
- Adopt processes and organizational models that are also useful for the traceability of related responsibilities;
- Implement specific initiatives aimed at promoting health, extended beyond the strict field of work;
- Define targeted and measurable objectives for reducing accidents and incidents while maintaining the same level of performance;
- Promote the participation of all employees in the process of risk prevention and health and safety protection for their colleagues and third parties; Establish a dialogue based on collaboration with all stakeholders in order to make the company's approach to worker health and safety clear and transparent.

A top-down view of several hands of various skin tones (light, medium, and dark brown) reaching in from the edges of the frame and interlocking to form a circle. The hands are positioned around the perimeter, with fingers and palms facing inward. The background is a dark, textured grey. The word "SOCIAL" is centered in the middle of the circle.

SOCIAL

SOCIAL

- Promote and encourage proactive communication and consultation among all staff at every level in order to achieve objectives and pursue the improvement of processes. In particular, the Company Management is committed to promoting top-down and bottom-up communication through the implementation of the Systematic Managerial Communication Plan (plan for periodic meetings);
- Promote the protection of child labour and adolescents in compliance with applicable laws and regulations such as Law No. 977 of 17 October 1967;
- Value people by creating and maintaining the conditions necessary for the continuous development of each employee's skills, competences and knowledge, in order to ensure the effective achievement of company objectives as well as their professional and personal growth;
- Ensure ethical hiring practices, with remuneration levels and working hours in accordance with the current National Collective Labour Agreement. CGM does not tolerate hiring practices aimed at reducing people to slavery and forced labour;
- Recognize and respect personal dignity and the fundamental human rights of every individual, including the rights of minorities. CGM does not tolerate any form of discrimination based on nationality, culture, religion, gender, race or social class, but believes in the enriching power of diversity;
- Guarantee freedom of association and bargaining, respect for women's rights, preserve diversity, equity and inclusion, and prevent discriminatory and harassing behaviour within the company in accordance with the Code of Ethics. CGM does not tolerate gender discrimination or any form of physical or psychological violence.

GOVERNANCE

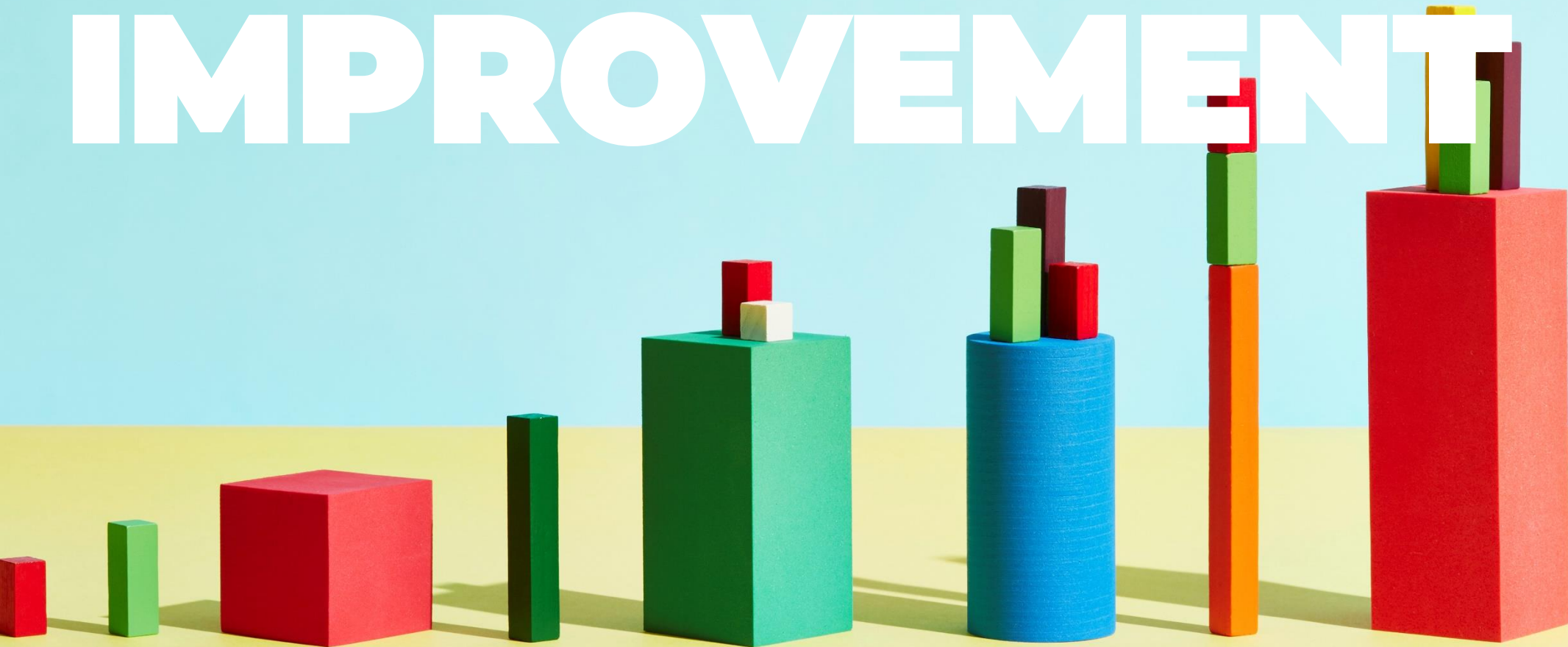


GOVERNANCE



- Apply good governance practices and organizational models that prevent acts of corruption, money laundering, conflicts of interest, counterfeiting of goods and violation of third-party intellectual property, in compliance with the Company's Code of Ethics;
- Ensure the highest possible level of protection for data management and security and prevent any possibility of unauthorized disclosure of information;
- Ensure that accounting records are kept in accordance with the principles of transparency, truthfulness, completeness, clarity, precision, accuracy and compliance with current legislation.
- Continuously confirm that your work is based on strict compliance with the laws (of Italy and the countries in which the COMPANY operates), market rules and the principles of fair competition.
- Ensure that reports (whistleblowing) can be sent to the relevant body in complete confidentiality and without risk of retaliation.

CONTINUOUS IMPROVEMENT



CONTINUOUS IMPROVEMENT

Improvement objectives are established for the entire organization, taking into account the analysis of the internal and external context, the needs of stakeholders, and the identification of risk factors and opportunities that impact the company.

They are integrated with overall company objectives and focused on increasing customer satisfaction, process effectiveness and efficiency, environmental performance, health and safety, and energy.

The strategies for achieving these objectives are understood and agreed upon by all those who work together to achieve them. Improvement objectives are regularly reviewed and reflect changes in customer and stakeholder expectations.



A close-up photograph of a business meeting. Several people's hands are visible, holding black pens and pointing at various data charts and documents spread on a table. The charts include pie charts, bar graphs, and line graphs. The background is blurred, showing more people in business attire. The text 'MANAGEMENT SYSTEMS' is overlaid in large, bold, white capital letters across the center of the image.

MANAGEMENT SYSTEMS

MANAGEMENT SYSTEMS

As a tool for managing Quality, Environment, Health and Safety, the management system covers all company activities, ensuring that CGM's products and services meet the expectations of customers and stakeholders. Management provides full support for the complete implementation of management systems.

The Quality System and good practices in Environment, Health and Safety and Energy concern all the structures, responsibilities, processes, procedures and resources that CGM S.p.A. makes available in sufficient quantity and quality to guarantee the expected levels and compliance with legislative requirements and specific customer requirements.

CGM acknowledges as a strategic choice the promotion of a culture of quality, respect for the environment, health and safety in the workplace and energy saving, encouraging the implementation of management systems compliant with **ISO 9001**, **ISO 14001** and **ISO 45001** in their current editions.

CGM promotes the maximum dissemination and sharing of the policy so that the people who work there and the parties involved fully understand its contents and implement them successfully.



POLICY MATRIX

Scope	Management Commitment	Monitoring KPIs	Management Tools
QUALITY	Ensure products comply with customer requirements and improve market satisfaction	Customer Satisfaction; Customer Returns; Scrap %; Supplier Vendor Rating	Complaint monitoring; Supplier qualification; Audit plan
ENVIRONMENT	Reduce the environmental impact of production activities and promote responsible use of resources	Environmental incidents; Carbon Footprint Scope 1 & 2; Water consumption; Waste generation	Emissions monitoring; IG Group decarbonization plan; Environmental audits; Waste management
ENERGY	Improve the energy efficiency of production processes	EnPI (Energy Performance Indicator); Energy consumption	Consumption monitoring; Energy efficiency improvement programs
HEALTH & SAFETY	Ensure a safe workplace and prevent occupational injuries and diseases	Injury rate; Near misses; Risk indicators	Risk assessment; Health surveillance; Safety audits
SOCIAL	Promote transparent relationships with stakeholders and communities	Stakeholder communications	Periodic Top Management reports; Annual Sustainability Report
GOVERNANCE	Ensure responsible management in compliance with regulatory requirements and applicable standards	ESG KPIs	Management Review
CONTINUOUS IMPROVEMENT	Continuously improve the effectiveness of the integrated management system	System KPIs	Monthly monitoring by the Management Committee
MANAGEMENT SYSTEMS	Ensure compliance with applicable international standards	Certification status	Maintenance of ISO 9001; achievement of ISO 14001 and ISO 45001

The performance of the Management System is monitored through specific Key Performance Indicators (KPIs) periodically reviewed by Top Management. Improvement programs and related targets are defined annually during the Management Review. Targets are defined on specific documents





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