

Sustainability policy



“As we embark on this collective journey we pledge that no one is left behind”

(Agenda 20-30)

For a company, team work is essential in order to achieve ambitious goals, and here at Tommet Mechanics we have set a lot of them for our nearest future.

Each and every single one of our employees needs to commit to these important objectives for the success of all. In fact, our company has to be considered as a small ecosystem: everyone is involved in a collective journey where ***no one is considered as a passenger only, but part of the crew.*** (Marshall McLuhan was a canadian sociologist and researcher, founder of the Toronto School).



Premise

This document stands for the effort that Tommet Mechanics has put into place for the well-being of its employees and for the environment altogether.

The guidelines that will follow are based upon national and international legislations that regulate the protection of human rights. Moreover, for what concerns the direct impact of our chain of production, the *17 Sustainable Development Goals* (SDGs) contained in the UN's Agenda 20-30 will be taken into great account. We sincerely hope that every individual that intends to collaborate with us will read the following so that, through the respect of the environment and its inhabitants, the foundations for a synergic and profitable partnership can be successfully laid.

In general, our commitment refers to:

- Health and safety of workers
- Protection of human rights
- Protection of the environment and all its inhabitants
- Alignment with an industrial sustainable development.
- Justice and fight against all types of corruption.

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Health and safety of workers

Protection of human rights

According to the Agenda 20-30's sustainable goals 1. Zero Hunger, 3. Good Health and Well-being, 4. Quality Education, 5. Gender Equality, 8. Decent Work and Economic Growth, our company supports an internal policy that fully complies with the CCNL, a national agreement for the metalworking industry which covers



aspects such as the minimum salary, exploitation, child labour or any other potential criminal activity.

In addition, our company hereby rejects all kinds of discrimination based upon ethnicity, gender, sex, age, sexual orientation, race, religion, marital status or trade union association. Within our company, we commit to promote a democratic system based upon meritocracy.

Under no circumstance verbal and physical harassments will be tolerated and, in order to guarantee a collaborative and healthy working environment, the integrity of each and every employee will be protected at all costs.

Tommet Mechanics will support a decent work-family balance so that every employee can be respected according to his/her personal needs.

Furthermore, we can guarantee the safety of our plants by complying with the current applicable laws and by supplying our employees with suitable protective equipment.

Protection of the environment and all its inhabitants

Alignment with an industrial sustainable development

According to the Agenda 20-30's sustainable development goals 6.Clean Water and Sanitation, 7.Affordable and Clean Energy, 9.Industry, Innovation and Infrastructure, 11. Sustainable Cities and Communities, 12. Responsible Consumption and Production, 13. Climate Action, 15.Life on Earth, the preservation of the environment inside and outside our company is one of our main objectives. This is the reason why we have adjusted our vision to these sustainable goals and we have undertaken a path towards a constant decrease of our gas emissions, a promotion of renewable resources and an efficient recycling of scraps.

Moreover, it is of great importance for our company to get aligned with a development plan that is able to guarantee the stability of our plants so that no incident can ever occur.

Justice and fight against all types of corruption.



On the same line as the principles contained in national and international legislations which stand against practices of corruption and criminal organisations, Tommet commits to operate by respecting those same principles of justice, equality and tolerance.

All the communications exchanged within our network of clients, workers and partners will be clear, transparent and fair. Annual

reportings, company performances and any other type of document of public interest will be made available for consulting.

All these principles of honesty and integrity have to be considered indispensable to any kind of business or personal relationship built upon the highest moral and ethical standards.

Castelgomberto, 08-03-2024.

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