



M.S.AMBROGIO

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Uffici: Via Tre Fontane, 20 | 24034, Cisano Bergamasco (BG)
Tel +39 035 4383910 | E-mail: info@msa.it | Web: www.msambrogio.it
P.E.C.: amministrazione@pec.msa.it
Sede legale: Via Roma 45 23900 – Lecco | Società a socio unico
Cap. soc. €5.000.000 int. vers. | C.F. P.I. 00410230130 | R.E.A. n. 140308 LC.

M.S.AMBROGIO CORPORATE POLICY

CORPORATE MISSION & VISION

M.S.Ambrogio is an international mass production company for industrial metal components. Our goal is to be the reference point for our current and future customers, our suppliers and other interested parties, by making our human and technological resources, our know-how and the technological innovation of our processes available to them, respecting the environment and the sustainability goals adopted. M.S.Ambrogio develops relationships to enhance their and our success, offering the market increasingly more technological and performance-oriented products, respecting and enhancing the territory and environment in which it operates.

M.S.AMBROGIO VALUES

M.S.Ambrogio is certain that its success stems from values, considered inseparable from the very soul of the company, that have guided it since the very start and will continue to do so towards present and future success.

The values guiding M.S.Ambrogio are:

- Transparency;
- Collaboration;
- Growth;
- Innovation;
- Health and Safety;
- Respect for the environment;
- Protection of personal data;
- Quest for success;
- Mutual development;
- Employee serenity;



Certified IATF 16949:2016 Certificate IATF N° 0393784



Certified ISO 14001:2015 Certificate ICIM N° 0659A/2



Certified ISO 9001:2015 Certificate ICIM N° 0823/8



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OUR GOAL

Our goal is to become market leader, both in Europe and worldwide, through our know-how, our innovative processes, the technology owned and our ability to exploit it in full, involving and stimulating all staff in mutual collaboration and guaranteeing compliance with the sustainability principles adopted and respect for environmental protection.

Given the M.S.Ambrogio Corporate Mission & Vision and Corporate Values, each of us is committed to:

1. Satisfying and delighting customers, focusing on them, and ensuring that their expectations are met and exceeded.
2. Expressing leadership through a result-oriented approach, creating a proactive environment at all levels, where people actively take part in achieving the organisation goals.
3. Developing your own Competence and Awareness, being an “active part” of the company, contributing to identifying and achieving company improvement and value creation goals.
4. Having a vision of an Interrelated Process System, managing company activities and resources as processes and optimising their interaction; considering the context in which the company operates, the expectations of the those involved, punctual compliance with regulations in force and provisions in the relevant authorisations, as a coherent system.
5. Pursuing sustainable development by continually improving our performance, including reduction of risks, through the effective planning, implementation, monitoring and verification of our Policy and activities, related to the context in which we operate and its changes, by means of specific indicators and by complying with applicable mandatory requirements.
6. Basing decisions on analysis and evaluation of evidence, and choices on objective data and information.
7. Paying special attention to processes and products for components with safety features, in order to mitigate any risks related to them as much as possible, to the extent of M.S.Ambrogio responsibility and power.
8. Fruitfully managing relationships with interested and relevant parties in order to improve the ability for both to increase performance and create value; promoting the procurement of materials and services from companies oriented towards sustainable development and respect for the same values as M.S.Ambrogio.
9. Preventing, mitigating and controlling pollution, including through scheduled maintenance, differentiation of waste collection and optimising resource consumption, with a focus on, but not only: GHG emissions, energy efficiency, renewable energy, de-carbonisation, water consumption and quality management, air quality, responsible management of chemicals, responsible management of sustainable resources, waste reduction, recycling, respect for fauna, biodiversity, deforestation and soil quality, noise management.

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10. Providing low HSE impact solutions for product development and commercialisation during industrialisation, with special attention to Conflict Minerals.
11. Proposing increasingly, environmentally friendly systems by improving our operational processes.
12. Rejecting and condemning all forms of corruption and related conduct that could harm the company. The practices condemned include, but not only, payments to “facilitate” any process, bribes, gifts and donations, benefits; all to and from customers, suppliers, partners and/or other third parties.
13. Not tolerating any form of labour that involves forced/compulsory and/or child labour and/or that promotes/envisages/tolerates human trafficking and/or modern slavery. Persons under the minimum age legally established in the country where the work is carried out, and in any case under the age of sixteen, are not hired, unless expressly envisaged by local legislation (e.g. curricular training courses). If M.S.Ambrogio should find out that one of its partners is involved in one or more of the aforementioned practices, M.S.Ambrogio will take immediate action by informing the partner that the practices mentioned are unacceptable and will take action in accordance with local laws.
14. M.S.Ambrogio undertakes to respect, pursuant to law, the proper management of land, forest and water rights. Furthermore, it does not support forced expropriation in any way.
15. Recognising the freedom of employees to join a trade union in compliance with the law and the rules of the various trade unions, and the right of an employee to be represented by trade unions or other representatives established in compliance with legislation and practice. Relations with these organisations must be conducted constructively.
16. Ensuring that occupational health and safety standards, complying with the law and company regulations, are guaranteed for all employees, in particular, but not only, regarding: Personal Protective Equipment, Machine Safety, Being Prepared for Emergencies, Accident Management, Ergonomics, Chemical Management, Fire Fighting.
17. Treating employees in a fair, non-discriminatory manner, guaranteeing equal opportunities and the absence of any policy aimed, directly or indirectly, at discriminating against them in any way, including, but not only, race, gender, sexual orientation, social and personal position, health status, disability, age, nationality, religion or belief (in accordance with applicable laws and regulations).
18. Offering fair working conditions, working hours and pay, respecting the rules, customs and regulations of M.S.Ambrogio.
19. Promoting the development of competencies and skills for all employees.
20. Ensuring, when dealing with redundancies, responsible behaviour so that, where possible and within the applicable legal framework, effects are mitigated. Every employee involved receives appropriate information and assistance in line with legislation in force.
21. M.S.Ambrogio is committed to using Security companies that comply with applicable laws.
22. M.S.Ambrogio is committed to comply with applicable laws about Export controls and economic sanctions.
23. Making sure that any processing of personal data is in line with the principles of lawfulness, fairness and transparency; guaranteeing the rights of the data subject also through an adequate level of data protection and confidentiality, such as security measures to prevent data loss, unlawful or incorrect use and unauthorised access.
24. It undertakes to consider the “living wage” when established for the countries in which M.S.Ambrogio has branches.

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25. M.S.Ambrogio commits to ask to its own “Tier 1” suppliers to respect the same ESG requirements reported in this document and in the code of ethics.
26. M.S.Ambrogio adopts an organisation, management and control model in accordance to Legislative Decree 8 June 2001, n. 231, and undertakes to ask its suppliers to know and respect the provisions of the model and the Code of Ethics adopted by M.S.Ambrogio, available on the website.
27. M.S.Ambrogio commits to ask to its own “Tier 1” suppliers to pass the requirements to respect the same ESG requirements reported in this document and in the code of ethics along the supply chain and to monitor them in this regard.
28. M.S.Ambrogio undertakes to deal with any non-compliance with the above points pursuant to the methods laid down in applicable local laws, in compliance with its code of ethics and internal procedures. Specifically, with regard to child labour, as stated in the M.S.Ambrogio Code of Ethics, if direct suppliers of M.S.Ambrogio are found to employ workers below the minimum working age, in compliance with the local laws of the country in which the supplier operates, M.S.Ambrogio will report the supplier to the local authorities and demand that it cease its illegal activities and directly support the education of the children until they complete school, with M.S.Ambrogio monitoring the process. Every supplier of M.S.Ambrogio is required to take the same course of action throughout its supply chain. Specifically, with regard to exploitation and modern slavery, as stated in the M.S.Ambrogio Code of Ethics, if direct suppliers of M.S.Ambrogio are found to be exploiting workers illegally, M.S.Ambrogio will report the supplier to the local authorities and demand that it cease its illegal activities, with M.S.Ambrogio monitoring the process. Every supplier of M.S.Ambrogio is required to take the same course of action throughout its supply chain.

Each of these commitments is enhanced by measurable and/or assessable entities such as:

- Appropriate Customer Satisfaction and Company Climate surveys;
- Decisions following a Corporate System Review;
- Targets and indicators to the Process Owners of key business processes;
- Systematic drafting of the Business Plan and Strategic Plan;
- Efficiency and effectiveness of the core and support processes;
- Results of external/internal audits;
- Quality index and vendor rating associated with each supplier.

To support these commitments and based on corporate indicators, Management establishes measurable targets annually. Management is committed to reviewing, disseminating and applying the Company Policy.

Cisano Bergamasco, 04/02/2025

The Managing Director
Mario Sangalli

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