

INTEGRATED POLICY FOR QUALITY, ENERGY, ENVIRONMENT, HEALTH & SAFETY AND GENDER EQUALITY

The Italttractor ITM Group is committed to lasting success and the sustainable development of its business. It operates in accordance with the principles set out in this Policy, as approved by the Board of Directors, in line with the Group's Code of Ethics and Values. ITM intends to continuously develop an Integrated Management System that complies with ISO 9001, ISO 14001, ISO 50001, ISO 45001 and UNI/PdR 125:2022, with the aim of continuously improving its performance.



THE GROUP'S VALUES

ITM aims to build and promote a Group culture based on its Values: Inclusion, Trust, Support, Energy, Persistence and transform corporate Values into shared behaviours. ITM stands as a solid, reliable and innovative partner, with an exemplary organisational model in terms of ethics, integrity and consistency with corporate strategies.



SUSTAINABLE DEVELOPMENT

The Group operates according to a long-term sustainable Business model, defining clear and consistent goals and developing operational programmes in accordance with corporate strategy and available resources. The ITM Sustainability Report is published annually. The Group is committed to social, environmental and energy sustainability across the entire product life cycle, taking particular attention to product design, materials, production processes and suppliers. The Group is equally committed to operating in sustainable and environmentally respectful working environments, to optimise energy and natural resource consumption. The ITM Group, inspired by ISO 31000 and the COSO Framework, intends to adopt the Enterprise Risk Management (ERM) methodology, adapting it to its own peculiarities and needs.



INNOVATION AND EXCELLENCE

ITM is committed to providing its customers with innovative, excellent products and services, by adopting a listening approach and aiming to develop long-term partnerships alongside its customers. The Group is committed to promoting and pursuing the goals of continuous improvement in business processes, products and services in terms of performance, quality, health & safety, social and environmental impacts, consistently with technological evolution and within sustainable costs for implementation. The Group, whenever possible, adopts a "Life Cycle Perspective" in identifying, assessing and managing relevant environmental aspects. In this context, digital transformation represents the Group's radical shift towards a business model oriented to become "Solution Provider", providing the Customer with improved services and products in terms of performance and reliability, Occupational Health and Safety, and the reduction of environmental impacts.



QUALITY AND COMPLIANCE

Technological evolution, increased competitiveness and the specific nature of the demands coming from the market have led ITM to qualify for efficiency, quality, reliability and service. Within the framework of this Integrated Policy, ITM commits to act responsibly and to maintain strict observance of all compliance obligations deriving from laws, regulations and any other requirement that the Company has voluntarily subscribed to, as well as to achieve the highest Quality, Health & Safety, Environment and Energy standards. The Company commits to comply with the terms of the Organisational and Management Model, in line with the Code of Ethics and guidelines of Titan Group and ITM.



PEOPLE AND WORKING ENVIRONMENT

The present Integrated Policy is addressed to all ITM employees and stakeholders. The Organisational Model is updated to the evolution of the Business and is intended to provide the clearest representation of responsibilities at every professional level. The Group is committed to Continuous Training, as a fundamental investment to ensure the growth of individuals, their fulfilment and awareness in acting according to their respective roles and responsibilities. Within the framework of this Integrated Policy and in the commitment to its formal pursuit, ITM declares to pursue the goal of ZERO INJURIES, ensuring safe and healthy working conditions that allow the prevention of injuries and work-related ill health. ITM operates through International Working Teams, enhances the diversity and the potential of each one and promotes company Best Practices. ITM aims to ensure the involvement, equal participation and co-responsibility, through the corporate functions at different levels, of all personnel for the complete participation in the corporate policy and goals, for the development of a culture oriented towards corporate sustainability and to promote an inclusive work environment that respects diversity and equal opportunities.

ITM is committed to the diffusion of this Integrated Policy and to support its implementation and observance with the principles it contains. The Integrated Policy is periodically controlled and updated by the CEO, in order to ensure its validity and correspondence to the evolving needs of the company and its stakeholders.

Valsamoggia, 23 November 2023


Maria Cecilia La Manna
ITM Group CEO