

*Solutions are the engine of any business,  
and Garnet provides its customers with the most effective and efficient solutions  
in the world of motion control, magnets and wiring.*

#### **Introduction**

**Garnet S.r.l.** has been present on the market for almost 30 years and represents exclusively important companies of components for automation, robotics and automotive.

The primary goal of our organization is the satisfaction of our customers through the supply of reliable and safe products and services that meet their explicit and implicit requests and needs both in the right quality/price ratio.

Our mission is the realization of profit in a legal and ethically sustainable way, through the following activities:

- ⇒ SELLING OF ELECTRICAL, ELECTROMECHANICAL AND ELECTRONIC COMPONENTS AND MATERIALS;
- ⇒ Production of CABLING WIRING;
- ⇒ Production of MAGNETIC ASSEMBLIES

Therefore, to achieve these goals, **Garnet S.r.l.** defines this Policy as a key characteristic, which is an integral part of its strategies.

#### **Focused attention on the customer and stakeholders**

**Garnet S.r.l.'s** Policy takes into account the needs, expectations and sustainable development of stakeholders and the company itself: therefore it is committed to understand their needs and it plans its activities to fully satisfy them.

#### **Focused attention on the Environment**

**Garnet S.r.l.** is committed to prevent and mitigate environmental impacts generated by its activities.

**Garnet S.r.l.** also supports and encourages, even through its suppliers, programs focused to the development and implementation of activities aimed to the improvement of environmental performances that go beyond compliance with current laws and regulations.

#### **Goals**

**Garnet S.r.l.'s** Management establishes the following goals:

- ⇒ Create products and services that meet customers' needs with the aim of continuous improvement on performances in the following areas:
  - performance on the timing of services implementation and products delivery;
  - performances on the Quality of the products and provided services;
- ⇒ strictly comply applicable regulations in environmental field;
- ⇒ strictly comply the applicable regulations on health and safety of workers;
- ⇒ reduce CO2 emissions and resource consumption;

### **Actuation Plan**

**Garnet S.r.l.** aims to promote, develop and support the following activities:

- a) Maintain and continuously improve its Quality Management System in accordance with the internationally recognized UNI EN ISO 9001:2015 standard;
- b) Ensure the availability of the necessary resources (developing staff's skills through continuous training activities); processes monitoring and achieve the established processes targets;
- c) Resolutely pursue customers' satisfaction and create new businesses opportunities on the market;
- d) Promote the supply of highly technological, eco-innovative and eco-efficient sustainable products, aimed at reducing the environmental impact and risks to the health and users' and workers' safety.  
Furthermore, the company is constantly looking for new products in order to diversify the range, always respecting the quality and legal requirements;
- e) Spread and share with its collaborators and suppliers the mentality of continuous improvement, implementing the effectiveness of processes and environmental sustainability.  
Company Quality must be a common goal, therefore everyone is involved in the search for solutions aimed at removing the causes of "non-Quality" and ensuring strict compliance with all the mandatory standards for the activity.

### **Processes approach**

**Garnet S.r.l.** identifies the different activities of the organization as processes to be planned, controlled and constantly improved, activating the resources for their realization in the best way, managing its processes so that they are univocal:

- the goals to be achieve and the expected results;
- the associated responsibilities and resources employed.

The management of the above mentioned and the related activities is also implemented through appropriate delegations and responsibilities determined by **Garnet S.r.l.'s** Management.

### **Leadership & Accountability**

**Garnet S.r.l.'s** Management has the Responsibility of the effectiveness of its own Quality Management System, by making available the personnel, resources and tools necessary for its implementation and ensuring that the planned goals are compatible with the strategic directions of the organization.

**Garnet S.r.l.'s** Management informs about the importance of its own Quality Management System by involving actively all internal stakeholders, coordinating and supporting them.

**Garnet S.r.l.'s** Management keeps communication system alive with all workers and their representatives (e.g. RLS), by listening to their needs.

### **Risks evaluations and opportunity assessment**

**Garnet S.r.l.** plans its processes with a risk-based thinking approach in order to implement the most suitable actions for:

- evaluate and treat the risks related to the processes
- exploit and strengthen identified opportunities

### **Staff's and stakeholders' Involvement**

**Garnet S.r.l.** is aware that the staff's and all stakeholders' involvement, combined with the active participation of all collaborators, is a primary strategic element, promoting the development of internal skills and a careful selection of external collaborations in order to equip itself with competent and motivated human resources.

### **Continuous Improvement**

**Garnet S.r.l.** has the goal of the Continuous Improvement of the performances of its own Quality Management System.

The preliminary assessment of risks and opportunities associated with business processes, internal and external checking activities, and the Management Review are the tools for implementing continuous improvement.

### **Social Responsibility Policy**

**Garnet S.r.l.** bases its relationships with its stakeholders on mutual commitment, active partnership, trust, transparency and long-term co-operation.

Relationships with local communities are created through understanding their needs, promoting sustainable local projects that do not generate dependency relationships and promoting consultations with stakeholders during the opening of new plants, regular production management and the decommissioning phase.

**Garnet S.r.l.** does not intentionally intend to provide any type of support to organizations that are not aligned with the values, Codes of Conduct and Company Policies. The same applies to organizations that do not guarantee equal opportunities and treatment, making distinctions of sex, age, ethnic origin, nationality, social conditions and origins, religion, sexual or political orientation or any other belief, including protected categories (e.g. workers with disabilities, minors, ...) that **Garnet S.r.l.** instead takes into adequate consideration.

### **Health and Safety Policy**

**Garnet S.r.l.** firmly believes that promoting the health and well-being of workers is essential as their safety.

**Garnet S.r.l.** is committed to eliminating sources of illnesses caused by work activities and external agents (e.g. health emergencies) by ensuring that all equipment and work environments are designed, built, used and maintained in order to prevent and minimize health and safety risks, adopting the best the market has to offer in compliance with current legislation.

All workers are trained and equipped to carry out their work in the healthiest possible conditions, according to work procedures aimed at minimizing their exposure to risks and taking into account the different needs and requirements.

### **Conclusions**

The Management, aware that what has been stated represents an essential goal and that the primary responsibility for its achievement lies with the Management itself, is also aware that only with the contribution of all company resources in terms of sharing, participation, involvement and above all awareness of the responsibility of the objectives themselves, those indispensable results will be achieved to remain in an increasingly demanding and competitive market and to think with confidence and serenity about the future of **Garnet S.r.l.**

Concorezzo (MB), 21/11/2024

The Management of **Garnet S.r.l.**  
Dott. Leo Iurino