



BERTOT

Ciriè, 18/10/2024

COMPANY POLICY

MISSION

For four generations, Bertot has been the trusted partner for leading companies in various fields, producing innovative parts in metal alloys for trains, railway networks, cableways, oil & gas, large engines and many others. Through an in-depth analysis of each Customer's needs, we create tailor-made solutions following every phase of the production cycle, from the design to finished part, transforming the raw material into hundreds of unique components. Every project is a new challenge that we face with passion and determination, supported by investments in R&D, technical skills and cutting-edge technologies.

VISION

We aspire to become the reference point for quality and reliability in the production of safety parts. This commitment drives us to constantly evolve and invest in technology to improve our processes and services. We work together every day to grow, consolidate our competences and face new challenges.

Our company's Mission and Vision translate into the following commitments:

GOVERNANCE

BERTOT S.p.A. Management is fully convinced of the need for the organization to operate in full compliance with the current laws and the fundamental principles of clarity, transparency, integrity and honesty. For this reason, Bertot S.p.A. has developed and promoted a Code of Conduct which sets the ethical standards and behaviors for all members of the organization, so that every action taken reflects the values of responsibility, fairness and respect for others.

Therefore, Bertot S.p.A. made the commitment to:

- Issue a Code of Ethics, which applies to all company's activities and shall be the reference point for all the parties involved. The Code of Ethics defines the behaviors to be adopted and the guidelines to ensure that the operations are performed with the utmost integrity and in compliance with ethical principles.
- Promote the Code of Ethics and comply with the related provisions, to ensure that all employees and cooperators know and apply these principles, contributing thus to their implementation and to the continuous improvement of the working environment.
- Ensure that any offence is reported through the channel provided in the Code of Ethics.



BERTOT

Bertot S.p.A. believes that continuous commitment towards these principles is crucial to ensure a respectful and safe working environment that complies with the required ethical standards, promoting responsibility at all company levels.

The commitments of the Company Policy translate into an integrated management system and the goals, quantified, measurable and congruent to those listed above, will be defined, disclosed and verified annually during the Management Review or in case of significant deviations, especially for critical ones directly affect the company business (KPI).