



# BERTOT

Ciriè, 8/1/2025

## 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:

## SAFETY AND SOCIAL RESPONSABILITY

**BERTOT S.p.A.**, acknowledges that pursuing the best possible conditions in terms of health and safety, by promoting responsible social practices, is a pillar of our civilised living. Therefore, we decided to expressly undertake the following commitments, actively promoting and supporting the principles of our Code of Ethics, which represent a milestone of our corporate culture and daily practices:

- Prevent injuries and the spread of occupational diseases through:
  - continuous improvement of infrastructures and work equipment
  - a proactive engagement of workers
- Ensure compliance with the applicable laws on health and safety at work
- Value both the safety aspects of the product and the people contributing to the creation of an idea, a product or service
- The Management is, in fact, against any form of
  - Child labour
  - Illegal, forced and compulsory labour
  - Work that does not allow adequate rest periods



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- Discrimination on employment and salary aspects, based on religion, nationality, ethnicity, opinions, sex, physical conditions, age and/or social status
- Strictly respect all laws, regulations and other provisions on work-related matters
- Raise awareness among its suppliers on compliance with the above listed principles and with the laws and regulations on health protection, safety in the workplace and workers' rights, by requesting observance with the Supplier Code of Conduct
- Ensure freedom of association