



VISA S.p.A. s.u.
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SAP 12500000003-001-11 DS520-00 – COMPANY POLICY

COMPANY POLICY

Visa S.p.A. is a company that has been successfully operating since 1960 with headquarters in Fontanelle (TV) Italy and local unit (warehouse and logistics hub) in San Fior (TV) Italy and local unit (offices and production plant) in Castello D’Argile (BO) Italy.



MISSION - Our mission is to develop with passion products that are reliable, safe and easy to use, honouring requests with the utmost punctuality and seeking the total satisfaction of our customers.

We apply this philosophy to all phases of product creation, starting from the design - standard and customised - in strict compliance with specifications, from the production, assembly, testing and installation to the service provided to customers before and after the sale.

Our objective focuses on preventing and immediately correcting problems and constantly evolving every planning, production and service delivery process, with the aim of continuously improving quality, productivity, protecting the health and safety of operators, and reducing the environmental impacts.

VISION - To grow in the global market as an esteemed company, taking responsibility for environmental protection, social responsibility, safety and quality preservation. Visa SpA takes on this role with commitment, elaborating and reviewing procedures with awareness and adequate social consciousness and understanding, in accordance with national and international laws and a code of business conduct.

Commitment to the environment - In all our activities we strive to preserve our environment by disseminating a corporate culture characterised by a strong environmental awareness. We are committed to constantly checking our environmental performance by seeking new opportunities for continuous improvement, guaranteeing the application of the Integrated Management System, adopting appropriate procedures and devoting adequate resources to ensure that management is conducted in accordance with the reference standards adopted.

Health and safety of workers – We commit to rigorously respecting the requirements of the current and future legislation about health and safety at work, and where is needed, implementing stricter rules, by adopting the top technologies at an economically viable cost, and by making sure that even suppliers follow these rules; to defining and implementing some techniques for hazard identification, the evaluation of health and safety risks and to planning appropriate preventive measures according to some key principles: to point out and avoid dangers; to assess the risks which cannot be avoided; to combat the risks at source; to replace what is dangerous with something safe or less hazardous; to prioritize collective protection measures together with DPLs. General Management commits to providing clear information and allocating the necessary resources so that workers can be part of the consultation process to evaluate and improve the performance of the Integrated Management System and the organization of the company. Moreover, the Head Office is responsible for removing any obstacles (language, threats of retaliation, political and religious discriminations...) which can prevent workers from being involved in the consultation process and for minimizing the hindrances that cannot be removed.



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Consultation and Participation – General Management considers essential the participation and consultation of workers at every level because it is aware that those aspects can be key drivers for the effectiveness of the Integrated Management System. The process of consultation promotes the dialogue between the parts, improves the exchange of information and provides continuous feedback. The process of participation helps the acceptance of changes and any future adjustment.

Social responsibility - General Management assumes social responsibility as a company by promoting the individual characteristics of the collaborators, preserving an environment that contributes to dialogue and communication, as well as to the creation of a safe working environment, and recognising the rights of all collaborators and offering a scope of work free from discrimination.

Information security - We protect our data, knowledge and corporate structures from loss or abuse:

- We believe in a company-wide security concept and we are committed to checking the protection of our data through regular risk assessment;
- We protect our corporate structures from unauthorised access and system losses.

Risk management and business continuity - We strictly comply with the requirements deriving from existing and future legislation on health, safety and the environment and, where deemed appropriate, we operate with stricter limits than those envisaged by the law itself, introducing, where possible, the best available technologies at economically sustainable costs, and endeavouring to ensure that such compliance is also pursued by suppliers. Within the integrated management system, existing risks are examined at regular intervals, new risks and new opportunities are assessed, and adequate procedures for business continuity are continually developed, introduced and tested.

Obligation of suppliers - We prefer suppliers who act according to safety principles and who provide products and systems that are able to meet our safety requirements. Contractual partners working in our organisation must comply with our safety, social responsibility and environmental protection standards.

Sustainability - We commit to reducing our environmental impact by protecting the natural resources from deterioration. To do so, we obtained the ISO 14001:2015 and, where possible, we decided to do business with companies that also care about their environmental impact. We also commit to having a good impact on communities because we believe on achieving social equity. This belief comes from the main definition of sustainability given in 1987: “meeting the needs of the present without compromising the ability of future generations to meet their own needs”. In compliance with this definition, the company guarantee the well-being of employees but also of external stakeholders through some specific policies.

While keeping the economic target unchanged, the company adopts a sustainability-oriented strategy that aims at promoting a safe work environment where the rights of employees are protected and discriminations do not take place.

Finally, we look after the wellbeing of global communities through a regular innovation of our products and the evaluation of alternative energies.

Quality of products and services - We believe in an organised system that continually improves the quality of our products and services. With the knowledge that all the services provided are the result of our processes, we do everything we can to manage them in the best possible manner and to monitor and optimise them constantly.

- Our Integrated Management System is an integral part of the company and is checked regularly. The company provides the necessary resources, facilities and means.
- By managing continuous improvement we offer customers, suppliers and collaborators the opportunity to actively participate in the optimisation of our processes and products.
- In order to achieve our goals, we define indicators at various levels that we anchor in our strategy and check regularly.

Certified systems - Our management system is aimed at identifying the needs of customers and stakeholders to be able to meet them.

General Management has decided to adopt voluntary standards, the conformity of which is certified by an authorised body.

In particular:

- Quality management system compliant with ISO 9001 standard;
- Environmental management system compliant with ISO 14001 standard;
- Health and safety management system compliant with ISO 45001 standard.

This Company Policy applies to all the activities of the Organisation and to all of its locations, is disseminated at all company levels and transmitted to its suppliers, and is available to the public. The policy and improvement objectives are reviewed and redefined periodically according to specific procedures aimed at ensuring proper compliance with this Company Policy.

Fontanelle, 21 January 2025

Visa S.p.A.
Chair of the Board of Directors
Lorenzo Barro