

## **POLICY FOR QUALITY, ENVIRONMENT AND CORPORATE SOCIAL RESPONSIBILITY**

Microtest, towards its Customers, undertakes to operate in accordance with this Policy for Quality, Environment and Corporate Social Responsibility, continuously improving it, considering the needs of stakeholders and the opportunities and expectations for continuous improvement. Likewise, it is committed to protecting the environment and preventing pollution from the product life cycle or material used in the processes.

Microtest deals to provide professional services in microelectronic focusing the Customers requirements to achieve the Customer satisfaction in the best way and paying close attention to managing the potential environmental impacts of its activities.

All people and functions in the company must be aware of this deal and must meet this objective and conforming to this policy and understanding it. They agree that the company results depend on the awareness of operate to satisfy the Customer, both inside and outside, and in relation to the surrounding environment.

- Ensuring that the Customer, as well as of the stakeholders (employees, suppliers, local communities), needs and expectations are determined, converted into requirements and fulfilled with the aim of achieving customer and stakeholders satisfaction;
- Upgrading methods and tools to the best state of the art and reducing cycle time;
- Conforming to the requirements of applicable norms and binding laws, with particular attention to environmental protection and sustainability, health and safety of workers as well as their protection;
- Continuously adapting systems and processes to the most secure, modern and effective technologies for reducing environmental impacts;
- Committing to respect the applicable national labor legislation and the major international conventions set forth in the SA8000 standard regarding child labor, forced labor, the health and safety of workers, discrimination, working time, remuneration, the freedom of association and the right to collective bargaining, the collaboration, support and control of suppliers.
- Valuing its suppliers and monitoring their supplies, with reference to the quality of products and services, as well as compliance with the issues of Corporate Social Responsibility, Environmental Protection and Worker Safety;
- Committing to achieve the continuous improvement of this Quality, Environment and Corporate Social Responsibility Policy, in an integrated manner with the continuous improvement of the assets and business performance;
- Improving competency and awareness of the people by training and education;
- Efficiently utilizing the natural resources necessary for the process such as energy and water, promoting consumption reduction and / or reuse of products and materials;
- Maintaining a transparent and collaborative relationship with public bodies, private and public authorities, privileging, as far as possible, relations with the most environmentally friendly organizations;
- Conducting and maintaining compliance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and SA8000:2014 standards, for the development of an integrated management system (IMS).

To achieve these goals, the President appoints the Quality Manager, Environment and Corporate Social Responsibility Manager (QMR) for the implementation and application of IMS and the Social Performance Team (SPT) for monitoring the Social Accountability System. The President:

- Commits the company functions to achieve specific and relevant goals for Quality, Environment and Corporate Social Responsibility;
- Applies qualified, internal or external staff independent of the organization to verify IMS;
- Commits the company to inform its customers and stakeholders their performance on quality, social responsibility, environmental protection and health and safety of employees;
- Commits the company to limit to the maximum the use of hazardous or potentially hazardous substances in all its processes and activities;
- Commits the company to reduce waste production from its own processes and activities, trying to prioritize the reuse of products and materials;
- Confirms with this signature the commitment of the Management to implement and maintain the IMS described in this Manual and to achieve a path of integration of quality issues, social responsibility, environmental protection and health and worker protection.