



INTEGRATED CORPORATE POLICY

REV. 13





LOOK AT US

Dinamica Generale is one of the world's leading companies in the design and production of electronic solutions, data acquisition, weighing, NIR analysis and sensors for advanced applications in the Livestock and Agriculture, Industry, Medical and On-Board sectors.

The company aims to pursue efficiency and effectiveness goals, offering innovative solutions that significantly reduce defect rates for continuous improvement and maintaining effectiveness throughout the organisation.

The General Management's commitment is aimed at activating all the elements (processes and resources) necessary for compliance with the applicable legal requirements towards customers, the market, ownership and the company's own employees, so that the performance of the Integrated Quality Management System is implemented, maintained and improved in full respect of environmental protection as an asset for all and of Health and Safety in the workplace.



Poggio Rusco - Stazione Ferroviaria

MILESTONES

- 1990 **Andrea Ghiraldi** founds **Dinamica Generale**
- 1998 Start of structured production of mobile load cells and weight indicators for Agri applications
- 2000 Dinamica Generale starts operating in the biomedical sector
- 2005 Realisation of the first fully automated production line
- 2010 Dinamica Generale starts global expansion
- 2019 Foundation of Dinamica Digital and acquisition of Zeltex LLC in the US.
- 2022 Foundation of Dinamica China in China
- 2023 Acquisition of a stake in a major Brazilian company specialising in the agricultural sector.
A strategic move in our efforts to expand our presence in the world.

GEOGRAPHICAL AND ENVIRONMENTAL CONTEXT

Dinamica Generale operates in an industrial area of Poggio Rusco, a town of about 6600 inhabitants in the lower Mantuan plain and about 45-60 km from the nearest provincial capitals: Mantua, Modena and Ferrara.

Poggio Rusco is located at an altitude of 13 metres above sea level.

It's located in Fascia C of the PAI (Hydrogeological Structure Plan) - Po River;

The soil on which Dinamica Generale is located is of type SA (Sandy/Argillaceous).

The climate of the geographical area is Humid Subcontinental, according to the Koppen-Geiger classification.

Poggio Rusco belongs to zone number 3 relative to the seismic classification: low seismic intensity.

QUALITY

Dinamica Generale is constantly committed to the following **principles**:

- a) Operate a correct management of internal processes by making the organisation more efficient, using all the necessary potential, qualifying and training the company's Human Resources and collaborators;
- b) Realising synergies with qualified and strategic Suppliers and creating partnership agreements with Customers to foster new business models;
- c) Develop service techniques designed and implemented to meet customer needs, anticipate their expectations and provide valuable solutions.

In order to comply with the previous principles, Dinamica Generale has the following **objectives**:

- a) Development of an **Integrated Company Policy** as a tool for achieving the objectives, promoting the continuous improvement of company processes (also by assessing risks and opportunities) and monitoring them;
- b) Implement internal procedures for the evaluation, qualification and control of suppliers;
- c) Share the Integrated Company Policy, Objectives, Organigram, Review and Indicators with workers.

Dinamica Generale, in order to achieve its objectives, adopts a series of **tools** including:

- a) Quality Management System compliant with **ISO 9001 and ISO 13485**;
- b) Result orientation. Consistency in process orientation and process evaluation ensures that we achieve our goals quickly through the optimal use of resources. We achieve excellent performance through the recognition of quality as a managerial guideline and through the commitment of our management and all employees. The concrete partnership with our qualified suppliers ensures us reliable business relationships characterised by a constant reciprocity of intent. The creation of partnership agreements with customers is aimed at providing products and services that meet their requirements, demonstrating transparency and reliability, and ensuring product quality at competitive prices, through analysis and cost containment.

HEALTH AND SAFETY IN THE WORKPLACE

Health and Safety of our workers is a top priority for Dinamica Generale

Dinamica Generale espouses the following **principles**:

- a) Maintain safe and healthy working conditions to reduce and prevent accidents, injuries and occupational diseases through careful risk analysis;
- b) Maintain active worker participation and consultation through their representative;

Dinamica Generale, in order to implement the above principles, has the following **objectives**:

- a) Safeguard the health and safety of workers as a primary value, an assiduous commitment and a constant component of our mission. Progressively reduce over time, compatibly with technological development, the risk of Manual Handling of Loads, by introducing new production lines with BOSH displacement systems for handling parts from one station to another and/or equipment, such as manipulators, at the most critical stations. Constantly searching for chemicals that are less hazardous to workers' health and the environment;
- b) Informing/training/training Workers in order to reduce and prevent accidents, injuries, occupational diseases and raise awareness at all levels on environmental protection and safety;
- c) Ensure a high level of satisfaction of all employees through the pursuit of maximum loyalty and sense of responsibility;
- d) Share the Integrated Company Policy, Objectives, DVR, Organigram, Review and Indicators with the workers.

Dinamica Generale uses the following **tools**:

- a) Implementation of the **ISO 45001** standard for continuous monitoring and improvement of the OSH management system.
- b) Compliance with and enforcement of Consolidation **Act 81**, as amended, and all applicable health and safety regulations

ENVIRONMENTAL PROTECTION

In order to achieve its objectives, Dinamica Generale shares these **principles**:

- a) Reduce the environmental impact with particular attention to the consumption of electricity and production of waste;
- b) To work in a safe and responsible manner so as not to damage the environment surrounding the Plant, without causing health hazards to employees and the community;
- c) Adapt its facilities and processes to the safest and most effective technologies aimed at reducing environmental impact, promoting the responsible use of natural resources and energy saving;
- d) Reduce the CO2 emissions generated, implementing actions aimed at **climate change mitigation**;

Objectives:

- a) Promote minimum impact production processes, in compliance with environmental and pollution prevention laws right from the product design stages;
- b) Sharing the Company Policy, Objectives, Organigram, Review and Indicators with workers.
- c) Ensuring thorough training of personnel so as to provide them with the necessary knowledge to avoid environmental accidents and to work with the utmost care by applying prevention;
- d) Promoting **Sustainable Development**, understood as the possibility of satisfying one's own needs without compromising those of future generations, to ensure respect for the environment, social rights and economic well-being, in line with the requirements of the **SDGs (Sustainable Development Goals)**

Dinamica Generale, in order to achieve its objectives, adopts a series of **tools** including:

- a) Reviewing its projects, systems and objectives;
- b) Implementing the Environmental Management System in accordance with the requirements of **ISO 14001**
- c) Ensuring cooperation with public authorities;
- d) Assess its suppliers from an environmental point of view;
- e) Train and update competent personnel on material issues (REACH & ROHS, PFAS, AGEC, Pro65).
- f) Report Carbon Dioxide CO2 emissions, applying the guidance provided by the GHG Protocol, specifically for Scope 1 (direct emissions) and Scope 2 (indirect emissions), currently without certifying this management system.
- g) Update CO2 emissions, at least once a year, to obtain KPIs to be included in the Sustainability Report.
- h) Drafting and publishing, starting from the year 2024, the **Corporate Sustainability Report**, according to GRI standards and the SDGs of Agenda 2030.
- i) Compliance with Legislative **Decree 152/2006**, as amended, and all applicable environmental management regulations.

ETHICS, SOCIAL & SUSTAINABILITY

Dinamica Generale, for the achievement of its objectives, shares these **principles**:

- a) Promotion of awareness and communication;
- b) Instilling respect for legality and integrity;
- c) Spreading the culture of social inclusion, the richness of diversity and non-discrimination, promoting gender equality in every working context.

Dinamica Generale has the following **objectives**:

- a) **Promoting Sustainable Development**, understood as the possibility of satisfying one's own needs without compromising those of future generations, to ensure respect for the environment, social rights and economic well-being, in line with the requirements of the **SDGs** (Sustainable Development Goals)
- b) Sharing the Company Policy, Objectives, Organigram, Review and Indicators with the workers.
- c) Promoting active participation, collaboration and transparency with local communities, institutions and all workers. Sharing the Company Policy, Objectives, Organigram, Protocols, DVR, Review and Indicators, etc. with workers;
- d) Ensuring a high level of satisfaction of all employees through the pursuit of maximum loyalty and sense of responsibility;
- e) Ensure compliance with legal and other stakeholder requirements, disseminate appropriate culture and methodologies in the organisation so that everyone working there is constantly able to deliver the best expected customer service.

Tools for ethics, social and sustainability

- a) Implementation of a **Management System for Gender Equality** through the obtained **Gender Equality certification** according to **UNI PdR 125/2022**;
- b) Adoption of the **organisational model pursuant to Legislative Decree 231/01** and constant sensitisation of its collaborators to respect the code of ethics;
- c) Analysis and monitoring of the internal organisational climate in order to ensure the well-being of employees;
- d) Drawing up and constantly updating the Business Continuity Plan and Disaster Recovery document in order to quickly recover General Dynamics processes, in the event of interruptions due to force majeure events, and meet customer needs and expectations;
- e) Company Totem, accessible to all Workers, for the dissemination of all communications;



POGGIO RUSCO, 30/01/2024

CEO, ANDREA GHIRALDI

