

Integrated Corporate Policy

Italcap S.r.l. was established in 1996 following the acquisition of the metal stamping division of Fiocchi Snaps S.p.A., a leading company in the production of snap fasteners. Initially, the production departments were located at the Lecco facility, while the administrative and sales offices were based in Verrua Savoia (Turin). In 2003, the company completed the construction of a new plant in Pescate (Lecco), significantly improving its overall organization thanks to a considerable increase in both production and warehouse space.

Today, Italcap S.r.l. operates on both national and international markets, supplying a wide range of metal components, including pen caps and reservoirs, metal casings for lipsticks and mascaras, bulbs for probes and temperature sensors, cubes and stems for ice-making machines, pharmaceutical containment capsules, and metal covers for tire valves.

Since its establishment, Italcap S.r.l. has recognized that the adoption and maintenance of a Quality Management System compliant with the international standard UNI EN ISO 9001, together with the overall sustainability of its activities, represent essential strategic elements.

1. Quality Policy

The adoption and maintenance of a Quality Management System (QMS) compliant with the international standard UNI EN ISO 9001 is a strategic decision made by the management of Italcap S.r.l. as a fundamental element in the company's development, with the aim of meeting the quality requirements of the products supplied.

Italcap S.r.l. considers it essential to demonstrate to external stakeholders (Institutional Bodies, Customers, Suppliers, and Certification Bodies) its ability to consistently provide products that fully comply with:

- Customer requirements;
- Applicable statutory and regulatory requirements;
- Requirements established by Italcap S.r.l.

The General Management of Italcap S.r.l. also considers it of primary importance to enhance customer satisfaction through the effective implementation of the Quality Management System and its continual improvement through the monitoring and measurement of identified processes.

In accordance with the requirements of the above-mentioned standard, the General Management demonstrates its commitment by:

- a) taking responsibility for the effectiveness of the QMS;
- b) ensuring that the Quality Policy and Quality Objectives are established and are consistent with the organization's context and strategic direction;
- c) ensuring the integration of QMS requirements into the organization's business processes;
- d) promoting the process approach and risk-based thinking;
- e) ensuring the availability of resources necessary for the implementation and maintenance of the QMS through periodic reviews;
- f) communicating the importance of effective quality management and compliance with QMS requirements;
- g) ensuring that the QMS achieves its intended results through regular reviews;
- h) engaging, directing, and supporting personnel so that they contribute to the effectiveness and continuous improvement of the QMS;
- i) supporting relevant management roles in demonstrating leadership within their areas of responsibility.

Furthermore, the General Management is continuously committed to ensuring that the entire organization remains focused on customer satisfaction by:

- a) determining, understanding, and consistently meeting customer requirements and applicable statutory and regulatory requirements;
- b) identifying and addressing risks and opportunities that may affect product and service conformity and customer satisfaction;
- c) maintaining a focus on increasing customer satisfaction.

2. ESG Policy (Environmental, Social, Governance)

Alongside its quality objectives, Italcap S.r.l. places environmental sustainability, social responsibility, and sound governance at the core of its corporate strategy.

2.1 Environmental Policy

In line with its principles, the General Management is committed to:

- a) complying with all applicable environmental laws and regulations;
- b) reducing energy consumption and raw material usage, minimizing waste, and ensuring proper waste management;
- c) adopting environmentally friendly technologies;
- d) monitoring environmental performance indicators;
- e) promoting environmental awareness initiatives and good ecological practices among employees and suppliers.

2.2 Social Policy

In line with its principles, the General Management is committed to:

- a) complying with all occupational health and safety regulations;
- b) safeguarding the health and safety of all employees through continuous training, prevention protocols, and the allocation of resources necessary for improving machinery, equipment, and work tools or replacing them with safer and more advanced technologies;
- c) promoting an inclusive, fair, and respectful working environment that values skills and diversity.

2.3 Governance Policy

In line with its principles, the General Management is committed to:

- a) adopting principles of integrity, transparency, and legality in all business decisions;
- b) implementing appropriate internal controls to prevent operational risks, fraud, and conflicts of interest.

3. Communication and Review of the Integrated Corporate Policy

This policy, approved by the General Management, is communicated to all employees and strategic partners and is reviewed annually to ensure its adequacy, effectiveness, and consistency with regulatory and business developments.

Verrua Savoia (TO), 20 February 2026

General Management
Massimo Vaudano

