

FACET S.R.L. MISSION STATEMENT

FACET s.r.l. is specialised in the design and manufacture of components for motor vehicles such as thermostats, switches, sensors and components for ignition. It is committed to sustaining a Quality, Environmental and Occupational Health and Safety Assurance Management System, applicable to the operations conducted by the company and compliant with the following standards: ISO 9001, ISO 14001, OHSAS 18001 and the technical specification IATF 16949. Its ultimate goal is to enhance customer satisfaction, the well-being of employees and, in general, the local social context in which FACET operates.

All FACET products are designed, manufactured and tested in-house. Managing the end-to-end process – starting from design, going through product engineering and ending with the final quality control – means being able to oversee and guarantee the quality of the components and the entire process. This way, FACET guarantees to those who choose its products an equal, if not superior, quality compared to that of the original components, at competitive conditions.

Furthermore, FACET is committed to fostering and developing among its employees a wholesome consciousness of the environment, combined understanding health and safety risks. The goal is to make them aware and involve them in the fulfilment of a functional management system that ensures, in accordance with economic feasibility, the utmost compliance with principles relating to quality, environment and safety.

Top management acknowledges the following **principles** as FACET's cornerstones and as a source of inspiration meant to achieve its founding objectives and develop a wholesome awareness in all stakeholders:

- **Focus on the customer, the employee and the environment**

FACET relies on its customers and is therefore committed to understanding their present and future needs to satisfy their requirements and exceed their own expectations in the pursuit of customer satisfaction.

At the same time, it depends on its employees and the context in which it operates; it therefore implements all necessary measures to ensure safe and healthy working conditions, to eliminate dangers and reduce risks at work and to prevent workplace accidents, injuries and illnesses while striving to focus attention and awareness on topics concerning environmental conservation.

Taking into account the needs of its own **stakeholders** is acknowledged as an **opportunity** to **create additional value** and maintain a **trust-based relation** with them.

- **Leadership**

Top management and the designated managers set **unified goals** and guidance for FACET. They embody its philosophy, its values and its approach of doing business, teaching these to others. They are committed to being role models and points of reference, to understand and focus on the daily tasks of their reports and to foster their comprehension of these tasks, all while maintaining an engaging internal setting for all personnel.

FACET is committed to providing its employees with all necessary resources. In addition, it grants authority to the individual managers to act in case any activity is non-compliant, with the goal of avoiding that these activities jeopardise the quality of the products, the safety and health of the workers or the conservation of the environment. Furthermore, it promotes all initiatives in favour of the customer, the environment and safety, encouraging and recognising contributions from its employees.

- **Involvement and active participation of employees**

Employees are FACET's foundation: skills, abilities and motivation – both at the individual and at the team level – are the growth levers of the company. For this reason, all managers are committed to stimulating and spreading amongst all personnel the **awareness** of the Integrated Management System and the company's objectives by means of involvement and the communication of any changes, with the goal of fostering consensus and participation.

Personnel skills are assessed and updated regularly based on new requirements, with the goal of boosting their self-awareness and qualifications.

Furthermore, FACET is committed to raise awareness and **involve clients** and **suppliers** in topics concerning quality, the environment and safety, disclosing its own objectives and the results which have been achieved.

- **Process-based approach**

Top-quality and constant results are obtained when **activities** and **resources** are managed **by means of a process**. Processes guide employees towards pursuing the expected results using a standardised approach. FACET accordingly identifies all its processes and maps out the necessary approaches needed to achieve its goals.

FACET is committed to adopting a continuous flow of processes, limiting irregularities, excessive changes of pace, inactivity or waiting times and enabling the identification of problems.

FACET promotes the possibility of stopping or slowing the processes to remove defects at once from the first iteration and improve standards, thus avoiding the reappearance of a problem.

- **Improvement**

The continuous improvement of the overall performance is an ongoing objective for FACET. It is pursued at all levels, starting from the simplest operation and reaching the adoption of specific programmes.

FACET is committed to a preventive assessment of the **implications** of **new products**, new processes or new production plants for employees, for the customer and for the surrounding environment.

Furthermore, it is committed to adopt those **technologies** and **processes** which yield a **continuous improvement** of performance, also towards the personnel, in such a way as to transform external changes into new opportunities.

- **Fact-based decisions**

Effective decisions are based on facts: these involve the analysis of data and information, and the field monitoring of evidence. Only this way, can decisions – which can have repercussions on the future of FACET's products and services – be rendered objective at all times.

- **Management of relations**

FACET, its customers, its suppliers and all its stakeholders are interdependent: this mutually beneficial relation **improves** the **ability to create value**.

For this reason, FACET is committed to planning its relations with its stakeholders, with the aim of obtaining a sustainable and long-lasting success. It is committed to establishing a connection with all stakeholders and conducting relations in a planned, attentive and responsible manner with them.

It looks to shares the current corporate policy, the objectives established by management and the results obtained with the aim of raising awareness among all stakeholders and promoting collaboration in those activities which can lead to an improvement among them.

To ensure the development, activation and sustenance of the Integrated Management System, the President authorises and delegates the managers accountable for topics relating to Quality Assurance and Environment and Safety to make it operational in accordance with the law, with the regulations in force and other provisions endorsed in matters concerning the environment, occupational health and safety, and customer requirements.

FACET's integrated corporate policy on Quality, Environment and Occupational Health and Safety is implemented through the requirements and the implementation methods of the activities described in the Integrated Management System. These requirements demand full compliance from the personnel involved within their respective field of expertise, independence and responsibility.

In the belief that a proper Integrated Policy is a driver of growth and continuous improvement for the company and the social context in which it operates, Facet s.r.l. is committed to assessing the entire System through regular management reviews promoted by the President, with the aim of monitoring its implementation and update and renew its milestones and objectives.

Collegno, 27th August 2019

The President
Guido Andriano

