



QHSE Policy

Quality, Health, Safety and Environment Policy

The Management, as part of the company strategy, oriented to the manufacture and sale of accessories for motorcycles, is fully aware of its role and the leadership it must constantly pursue, otherwise it will be impossible to guarantee:

MISSION: Design, manufacture, and distribute quality products that elevate motorcycle and motorcyclist equipment in terms of technological performance, safety, and sustainability.

VISION: To be identified as the most reliable travel companions of every motorcyclist, in every market in the world.

The following **GOALS** that GIVI believes are strategic:

1. **Customer Orientation:** We place the expectations of our Customers at the center of our activities. Customer satisfaction and loyalty to our company are the main indicator of our success.
2. **Result Orientation:** Offering a quality service is the key to obtaining excellent business results in the long term, as an outcome of constant attention to the needs of the Customer, Collaborators and Suppliers.
3. **Direction and consistency in goals:** We operate in a structured and systematic way, in harmony between work areas. We achieve excellent performance through the recognition of quality as a guideline for our services and through the commitment of the Management and all Collaborators to respect the OSH and the Environment.
4. **Process-oriented management:** Consistency in process orientation and process evaluation ensure that objectives are achieved quickly and with optimum use of resources. Decisions are made on the basis of facts and strategic directions.
5. **People's growth and participation:** Respect for internationally recognized human rights is a fundamental prerequisite for an effective relationship. GIVI guarantees that all workers have freedom of association, equal treatment opportunities, and that the remuneration paid and the services provided do not violate the provisions of the law. Working hours comply with the minimum requirements provided by law. GIVI discriminates against and rejects any conscious use of forced and compulsory labor and prohibits child labor. Through active participation we promote qualified collaborators, able to operate in full autonomy and responsibility, as each of us determines the quality and success of our services.
6. **Continuous learning, innovation and improvement:** Our continuous improvement process is based on both the use of targeted methodologies and the effective exchange of knowledge.
7. **Creation of partnerships:** The concrete and long-lasting partnership with our suppliers and collaborators, ensures us reliable business relationships characterized by a constant reciprocal intent.
8. **Health, Safety and Environment:** Safeguarding the health and safety of workers and the environment are a primary value, an assiduous commitment and a constant component of our mission. The implementation of these principles takes place through the constant investment of resources that save energy, resources and raw materials, minimize emissions and reduce waste at all stages of the production process and in the use phase.
9. **Professional ethics:** GIVI S.p.A. is committed to ensuring that the people within the group contrast:
 - a. Fighting Corruption.
 - b. Money Laundering.
 - c. Conflicts of interest.

GIVI is committed to ensuring that people within the group promote

- a. The protection of intellectual property.
- b. Free competition.
- c. The proper use of data while complying with privacy legislation.
- d. Compliance with legislation regarding chemicals deemed harmful to the environment.

This Policy is binding for all GIVI S.p.A. people, locations, services and processes.

The compliance of our actions with the requirements of this Policy is evaluated annually and reported to the Management.

FLERO (BS), April 2023

GIVI S.p.A.
General Management