

# OUR COMPANY POLICY

A leading spring manufacturer since 1959, **RESSORTS INDUSTRIELS SA (RISA)** aims to be and remain a key player in the field of precision and small springs on the Swiss and foreign markets.

Quality, health and safety at work and environmental protection are the major themes to which we pay particular attention. RISA is also committed to complying with legal requirements by adopting a responsible attitude.

Changes in the regulatory environment and growing requirements in terms of the environment, health and safety (ISO 14001 and ISO 45001) have an impact on our integrated management system and are leading us to constantly rethink our business plan.

Far from being an end in itself, these commitments are a means of improving our performance and our know-how, so that we can optimize the management of our activities and satisfy our customers and partners even more effectively. Sustainable development is everyone's responsibility, and we are counting on the personal commitment of each and every one of our employees to work towards continuous improvement through our processes.

In this context, RISA affirms its commitment to continuous improvement by pursuing a management policy that covers the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, based on the following 9 fundamental axes:

## OUR EMPLOYEES

### WELL-BEING AND SAFETY

#### OFFER

our employees enjoy a working environment that promotes their well-being and guarantees their safety.

1

### PARTICIPATION

#### ASSOCIATE

our employees in defining and implementing the preventive measures needed to guarantee health and safety at work.

2

### TRAINING

#### DEVELOP

staff skills through a multi-skilling matrix adapted to our changing needs and machinery.

3

## OUR CUSTOMERS

### SATISFACTION

#### GUARANTEE

customer satisfaction by adapting our services to their current and future needs.

4

### CONFORMITY

#### BE IN COMPLIANCE

with legal, regulatory and other requirements concerning all RISA activities..

5

## OUR PERFORMANCE

### CONTINUOUS IMPROVEMENT

#### IMPROVE

the quality of our products and the company's performance through concrete, relevant objectives.

6

### PERENNITY

#### GENERATE

economic results that ensure the company's long-term viability and enable us to maintain our capacity for innovation in the medium and long term.

7

## OUR IMPACT

### MASTERY

#### DO EVERYTHING

to prevent pollution and control our impact on the environment.

8

### COMMITMENT

#### MAINTAIN

our commitment to the environment and be recognized as a company committed to sustainable development.

9