

VIR Valvoindustria Ing. Rizzio S.p.A., an industrial company operating in the design, manufacturing and marketing of valves and components for water, heating, gas and industrial applications, recognizes quality, sustainability, people's safety and innovation as the fundamental principles for its long-term growth.

The Company conducts its activities according to the principles of corporate responsibility, competitiveness, regulatory compliance and continuous improvement, with the aim of creating long-term value for customers, employees, business partners and the local community.

Management is therefore committed to pursuing the following strategic directions:

- Customer Focus and Product Quality
- Ensure reliable and safe products that comply with applicable requirements and market expectations, while maintaining high quality standards, service continuity, technical support and timely responses.

Innovation and Industrial Development

Promote research, product and process innovation, plant modernization, digitalization and production efficiency in order to strengthen the Company's competitiveness in domestic and international markets.

Environmental Protection and Responsible Use of Resources

Prevent pollution and progressively reduce the environmental impacts of the Company's activities, with particular attention to:

- energy consumption;
- atmospheric emissions;
- waste management;
- efficient use of raw materials;
- protection of water resources;
- investments in sustainable technologies and renewable energy sources.

The Company also promotes product sustainability throughout its life cycle and the conscious selection of materials.

Occupational Health and Safety

Ensure safe and healthy working conditions by preventing accidents, occupational illnesses and hazardous situations through:

- risk assessment and management;
- continuous training;
- consultation and involvement of workers;
- maintenance of workplaces, facilities and equipment;
- promotion of a prevention-oriented culture.

People Development and Enhancement

Recognize the contribution of human resources as a key factor for business success by promoting competence, accountability, equal opportunities, inclusion, mutual respect and professional growth.

All personnel-related decisions are made according to principles of merit, fairness and transparency.

Ethics, Legality and Integrity

Operate in compliance with applicable laws, subscribed voluntary requirements and the principles set out in the Company's Code of Ethics, while combating all forms of discrimination, corruption, abuse and improper conduct.

The Company promotes relationships based on fairness, loyalty and transparency with all interested parties.

Responsible Supply Chain and Partnerships

Develop strong relationships with suppliers and partners based on reliability, quality, sustainability, safety and the sharing of continuous improvement objectives.

Sustainability Governance

Progressively integrate Environmental, Social and Governance (ESG) criteria into corporate decision-making and organizational processes through appropriate roles, responsibilities, objectives and monitoring systems.

Continuous Improvement of the Management System

Define measurable objectives, performance indicators and improvement programs, periodically reviewing the Integrated Management System to ensure its effectiveness, adequacy and consistency with the Company's context.

This Policy serves as a reference for all employees and is made available to interested parties.

Valduggia, 22 April 2026

The President
Ing. Savino Rizzio

