



# SPEA

YOUR BEST WAY TO TEST



## **INTEGRATED POLICY QUALITY, HEALTH, SAFETY AND ENVIRONMENT**

**Our commitment to excellence and continuous improvement**

## Quality, Health, Safety and Environment Policy

Since 1976, SPEA has designed and manufactured - with creativity and innovation - the best automatic testing equipment for electronic devices, investing considerable resources in R&D and personnel development.

Over the years, this committed pursuit of excellence has been key to the success of the business and our ability to develop leading-edge products, capable of satisfying client needs in a constantly evolving market.

The same commitment is also dedicated to the achievement of excellence in the areas of Quality, the Environment, and Occupational Health and Safety, for which SPEA has adopted an Integrated Management System that focuses on continuous improvement.

In this context, the definition and achievement of strategic objectives shape the elements that have always characterized our activities: confidence in and care for all our employees; constant search for leading-edge systems integral to the development of new technologies; client-centric approach to our efforts, dedicating similar attention to our vendors; strong links with the community; respect for ethical principles and sustainability.

SPEA strives not only to work in full compliance with all applicable laws and regulations in the above areas, whether mandatory or voluntary, with constant monitoring via the Integrated Management System, but also to demand the same commitment from employees and vendors, and to promote communications with and the involvement of all stakeholders.

The business delivers effective and continuous training, information and communications to all personnel, developing among them a deep sense of environmental and social responsibility, and ensuring that each person is able to work in a safe and responsible manner.

In close collaboration with the vendors of products and services, SPEA makes every effort to:

- guarantee the quality of products and services, in order to meet or exceed the expectations of our clients;
- guarantee respect for and protection of the environment, minimizing the impact of our activities on the planet;
- guarantee occupational health and safety for all our employees, collaborators and clients, via the prevention of injuries and work-related illnesses, and the creation of a safe and salubrious working environment;
- promote a vision of the business that is ethical and sustainable, founded on propriety, integrity and respect for each individual.

## Our Commitments

In compliance with the guidelines established by SPEA, the Integrated Policy is documented below, identifying specific commitments in the areas of Quality, Environment, Safety, Ethics and Employment.

By implementing and promoting this policy, SPEA demonstrates the commitments we have made to current and future generations.



### QUALITY COMMITMENT

The following principles seek to ensure the effective and efficient use of resources, focusing attention on the expectations of clients and other social partners, and anticipating them whenever possible.

- Ensure maximum client satisfaction
- Facilitate the skills, awareness and involvement of personnel
- Ensure the establishment and maintenance of reliable partnerships
- Respect the property rights of clients and vendors



### ENVIRONMENTAL PROTECTION

SPEA recognizes its environmental responsibility as an integral part of the production process. The business therefore involves all personnel in efforts to promote a deeper sense of responsibility towards the environment and the ecosystem.

- Prevent pollution and safeguard resources
- Reduce the use of hazardous substances
- Monitor atmospheric emissions
- Ensure compliance with restrictions on the use of certain materials
- Manage water resources in a sustainable manner
- Reduce energy consumption and greenhouse gas emissions
- Protect the ecosystem and biodiversity



### OCCUPATIONAL HEALTH AND SAFETY

A safe working environment improves the quality of products and services, while safeguarding the health of collaborators raises morale and strengthens their sense of belonging.

- Ensure a clean, healthy and safe working environment
- Adopt emergency response measures, plans and procedures
- Adopt measures and procedures for the prevention of injuries
- Promote a culture of safety at all levels that goes beyond regulatory compliance

# Our Commitments



## EMPLOYMENT

SPEA sees respect for individuals and their dignity as fundamental aspects of its business culture, as is respect for the human rights and working conditions specified in international standards and current legislation.

- Protect young workers
- Respect the agreed working hours
- Guarantee remuneration and social security benefits
- Guarantee the right to fair treatment and prohibit discrimination
- Guarantee freedom of association
- Recognize the benefits of diversity and inclusion



## ETHICAL VISION

SPEA strives to guarantee and promote the highest standards of ethical conduct in all business practices, in relations with employees, clients and vendors and, in general, in relations with all stakeholders.

- Conduct commercial activities with integrity
- Avoid the exploitation of unfair advantages
- Disclose information in a clear and transparent manner
- Respect intellectual property rights
- Ensure the propriety of business activities, advertising and competition
- Protect personal data and prohibit reprisals
- Source minerals in a responsible manner

Volpiano, 19.04.2024

The President

Luciano BONARIA

## About SPEA: Your Best Way to Test

**Creativity. Innovation. Ingenuity.** Since 1976, SPEA designs and manufactures the best automatic test equipment for electronic devices, such as semiconductor wafers, microchips, sensors and MEMS, electronic boards, power modules and batteries for electric vehicles and consumer products.

From automobiles to smartphones to the most complex devices in the medical and aerospace fields. It is with SPEA equipment that electronics and semiconductor manufacturers around the world ensure the quality and reliability of their products every day. Careful factory testing of each individual device is in fact the only way to ensure that the electronics we use every day are free from faults, especially latent faults that will only turn into failures during use.

With more than **12,000** testers installed worldwide in **over 65** countries and a staff of **1,000**, SPEA is committed to **continuous innovation**.



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