

# POLICY FOR QUALITY, ENVIRONMENT AND CORPORATE SOCIAL RESPONSIBILITY

IMS Module - MOD51 - Revision 3 of 03-07-2017

Microtest, towards its Customers, undertakes to operate in accordance with this Policy for Quality, Environment and Corporate Social Responsibility, continuously improving it, considering the needs of stakeholders and the opportunities and expectations for continuous improvement. Likewise, it is committed to protecting the environment and preventing pollution from the product life cycle or material used in the processes. Microtest deals to provide professional services in microelectronic focusing the Customers requirements to achieve the Customer satisfaction in the best way and paying close attention to managing the potential environmental impacts of its activities. All people and functions in the company must be aware of this deal and must meet this objective and conforming to this policy and understanding it.

They agree that the company results depend on the awareness of operate to satisfy the Customer, both inside and outside, and in relation to the surrounding environment.

- Ensuring that the Customer, as well as of the stakeholders (employees, suppliers, local communities), needs and expectations are determined, converted into requirements and fulfilled with the aim of achieving customer and stakeholders satisfaction.
- Upgrading methods and tools to the best state of the art and reducing cycle time;
- Conforming to the requirements of applicable norms and binding laws, with particular attention to environmental protection and sustainability, health and safety of workers as well as their protection;
- Continuously adapting systems and processes to the most secure, modern and effective technologies for reducing environmental impacts;
- Committing to respect the applicable national labor legislation and the major international conventions set forth in the SA8000 standard regarding child labor, forced labor, the health and safety of workers, discrimination, working time, remuneration, the freedom of association and the right to collective bargaining, the collaboration, support and control of suppliers.
- Valuing its suppliers and monitoring their supplies, with reference to the quality of products and services, as well as compliance with the issues of Corporate Social Responsibility, Environmental Protection and Worker Safety;
- Committing to achieve the continuous improvement of this Quality, Environment and Corporate Social Responsibility Policy, in an integrated manner with the continuous improvement of the assets and business performance;
- Improving competency and awareness of the people by training and education;
- Efficiently utilizing the natural resources necessary for the process such as energy and water, promoting consumption reduction and / or reuse of products and materials;
- Maintaining a transparent and collaborative relationship with public bodies, private and public authorities, privileging, as far as possible, relations with the most environmentally friendly organizations;
- Conducting and maintaining compliance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and SA8000:2014 standards, for the development of an integrated management system (IMS).

To achieve these goals, the President appoints the Quality Manager, Environment and Corporate Social Responsibility Manager (QMR) for the implementation and application of IMS and the Social Performance Team (SPT) for monitoring the Social Accountancy System.

The President:

- Commits the company functions to achieve specific and relevant goals for Quality, Environment and Corporate Social Responsibility;
- Applies qualified, internal or external staff independent of the organization to verify IMS;
- Commits the company to inform its customers and stakeholders their performance on quality, social responsibility, environmental protection and health and safety of employees;
- Commits the company to limit to the maximum the use of hazardous or potentially hazardous substances in all its processes and activities;
- Commits the company to reduce waste production from its own processes and activities, trying to prioritize the reuse of products and materials;
- Confirms with this signature the commitment of the Management to implement and maintain the IMS described in this Manual and to achieve a path of integration of quality issues, social responsibility, environmental protection and health and worker protection.

Date

Signature of the President and Legal Representative

# POLICY FOR RESPONSIBLE SOURCING OF MINERALS FROM CONFLICT-AFFECTED AND HIGH-RISK AREAS

IMS Module - MOD511 - Revision 1 of 10-03-2023

We have activated the monitoring of our suppliers to ensure that they responsibly source materials. We are committed in spreading the recognition of potential adverse effects of sourcing tin, tungsten, tantalum and gold (3TG) from the conflict regions in Africa. For this reason, we manage our suppliers list to ensure it includes suppliers able to track all 3TG used in their supply chain.

Microtest's annual suppliers updating evaluation, Microtest works with its suppliers to identify all smelters and refiners used in their supply chain. Microtest asks for information on all identified entities and evidence that those smelters/refiners do not source from mines that support armed conflict. Microtest takes as reference Responsible Business Alliance / Responsible Minerals Initiative requirements. If any supplier identifies smelters/refiners associated with armed conflict in their supply chain, Microtest will ask to remove it otherwise this supplier will be removed by the suppliers list.

## OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

### 1. Establish strong company management systems

- A. MICROTEST adopts, and clearly communicates to suppliers and the public, the company policy for the supply chain of minerals originating from conflict-affected and high-risk areas. This policy incorporates the standards against which due diligence is to be conducted.
- B. MICROTEST structures internal management to support supply chain due diligence.
- C. MICROTEST establishes a system of controls and transparency over the mineral supply chain. This includes the identification of upstream actors in the supply chain.
- D. MICROTEST strengthens company engagement with suppliers. A supply chain policy has been incorporated into contracts and/or agreements with suppliers.
- E. MICROTEST establishes a company-level, or industry-wide, grievance mechanism as an early-warning risk-awareness system.

### 2. Identify and assess risk in the supply chain

- A) MICROTEST Identified risks in their supply chain.
- B) MICROTEST assessed risks of adverse impacts in light of the standards of their supply chain policy consistent with OECD recommendations.

### 3. Design and implement a strategy to respond to identified risks.

- A. MICROTEST reports findings of the supply chain risk assessment to the designated senior management of the company.
- B. MICROTEST devises and adopts a risk management plan. It devises a strategy for risk management by either
  - i) continuing trade throughout the course of measurable risk mitigation efforts;
  - ii) temporarily suspending trade while pursuing ongoing measurable risk mitigation; or
  - iii) disengaging with a supplier after failed attempts at mitigation or where a company deems risk mitigation not feasible or unacceptable.
- C. MICROTEST Implements the risk management plan, monitor and track performance of risk mitigation efforts and report back to designated senior management.
- D. MICROTEST undertakes additional fact and risk assessments for risks requiring mitigation, or after a change of circumstances.

### 4. Carry out independent third-party audit of supply chain due diligence at identified points in the supply chain.

- 5. **Report on supply chain due diligence.** MICROTEST reports on its supply chain due diligence policies and practices within management review.

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Date

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Signature of the President and Legal Representative

# POLICY FOR PREGNANT AND NURSING MOTHERS

IMS Module - MOD512 - Revision 1 of 10-03-2023

MICROTEST carried out specific logistic (workplace) and organizational solutions (procedures) to reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments.

MICROTEST provides reasonable accommodations and specific timing for nursing mothers.

MICROTEST carries out risk assessment including potential hazards before a pregnancy is reported, after pregnancy is reported, after mother returns to work.

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Date

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Signature of the President and Legal Representative