

GR Elettronica has been making electronic systems and equipment for a number of industries following Clients' specifications for 30 years.

We believe in technological as well as cultural innovation. Passion for our work drives our daily activities and the planning of our strategies over time. We believe in excellence and continuous improvement - that is the direction we are headed.

GR's work is based on the principles of sustainable development without compromising social development and the environment.

GR acts in strict compliance with national and international laws, and observes the principles of integrity, transparency and consistency.

With these values GR defines its strategy, which focuses on the following mainstays:

- Customer Oriented - working hand in hand with and listening to Clients in their paths of evolution
- Business Continuity - ensuring economic, financial and corporate stability
- Product Quality - ensuring careful control of processes and products
- Competitiveness - aiming at constant orientation to technological and cultural innovation

As a consequence, GR's activities are mainly focused on:

1. Continuous innovation in processes, flows and technologies in order to first make the Company ready to cope with the challenges posed by the new world and then make it more streamlined, productive, efficient, competitive and able to handle unexpected market growths;
2. Systematic control of fixed costs and wastes in order to achieve a reduction in scraps, variability and losses in the supply chain;
3. Assessment of corporate risk in order to determine any factors liable to cause processes to deviate from set targets, take all the preventive actions needed to minimize any negative effects and make the most of any opportunities offered by the market by foreseeing its trends;
4. Radical social and cultural change: development of technical skills and know-how, revision of strategies to make them more suitable to the new requirements and market profile, flexibility and adaptability to new dynamics. **THE MIND IS LIKE A PARACHUTE. IT WORKS BEST WHEN IT IS OPEN. (Albert Einstein)**

GR aims to be able to tackle a continuously evolving competitive context and to design new business and leadership models through:

- **Self-organisation**, where people will have not a job but a responsibility for something and someone;
- **Proactivity** in order to generate more and more challenging targets;
- **Thoroughly transparent information** allowing people to be more invested with responsibility.

The leadership's task will consist in facilitating people's learning by working on efficient communication and creating a context that makes learning easy through concrete actions and the relevant dissemination, in line with an organisational plan in which people will wish to take part in the future.

THE CREATION AND DISSEMINATION OF LEARNING ARE TWO COMPLEMENTARY PROCESSES THAT SUPPORT EACH OTHER.

This Policy is the reference framework for setting specific quality targets to be continuously monitored and analysed through performance indicators (Target Plan).

This Policy will be regularly reviewed and updated as appropriate and necessary - at least once a year at the Management Quality Review.