

INTEGRATED POLICY

VERSA DESIGN, a company dedicated to the design, manufacture and assembly of electronic and electromechanical circuits, equipment and systems, understands the market environment in which it operates and applies all its material and technical resources to the management of its activities in order to meet customer needs and promote a sustainable culture through environmental protection.

The integration of requirements across the different business areas, based on the identification of internal and external factors affecting the Organization, the identification of processes, a thorough understanding of the expectations and requirements of interested parties, and risk analysis, forms the foundation for ensuring compliance with these expectations and promoting increased stakeholder satisfaction.

Therefore:

- **VERSA DESIGN** ensures the communication, understanding and implementation of its Policy throughout the Organization and its dissemination to all interested parties.
- **VERSA DESIGN** considers the continual improvement of its Integrated Management System, as well as the improvement of its environmental and Occupational Health and Safety (OH&S) performance, to be fundamental to the implementation of this Policy and the achievement of the objectives derived from it.
- **VERSA DESIGN** is committed to meeting its customers' needs and expectations as its primary objective.
- **VERSA DESIGN** promotes cooperation and direct communication with both its internal and external interested parties and is committed to responding professionally and effectively to any need or requirement.
- **VERSA DESIGN** encourages and promotes employee involvement, strengthening management practices to understand and meet their needs and motivations, and to align their objectives with those of the Organization.
- **VERSA DESIGN** is committed to fulfilling all applicable legal requirements and other requirements to which the Organization subscribes, taking into account the needs and expectations that may impact the environment and the quality of the products and services it provides.
- **VERSA DESIGN** encourages the consultation and participation of workers to provide safe and healthy working conditions, prevent work-related injury and ill health, eliminate hazards, and reduce occupational health and safety risks.
- **VERSA DESIGN** considers environmental protection, pollution prevention, and the promotion of the sustainable and efficient use of resources, within its capabilities, to be among its primary objectives.
- **VERSA DESIGN** actively strives to reduce its carbon footprint in the design and manufacture of all its products by promoting the use of renewable energy through solar self-consumption, providing free charging facilities for employees' electric and plug-in hybrid vehicles, minimizing the use of single-use plastics in its industrial processes, and using recycled cardboard technical packaging for its electronic products whenever possible.