

MEDINFAR GROUP POLICY

The Medinfar Group's Policy is based on the continuous improvement of the quality of its products and services, with the satisfaction of client needs as a reference, and on our social responsibility, in the areas of environment and safety, reflecting in the following areas:

HUMAN RESOURCES

Ensure internal equity and external competitiveness at market median levels
Promote talent development and resource mobility
Retention of talent in critical functions

MARKETING

Promote products and services in accordance with the best promotional practices and in respect of the highest ethical principles
Ensure excellent knowledge of the market and our clients
Foster recognition and notoriety of Medinfar's excellence

INTERNATIONAL

Internationalisation sustained by its own development as the driving force of the group's growth

R&D

Adapt product development to the needs of specific markets, allocating adequate invoicing resources to the development of own products with the desired profitability
Establishment of partnerships with public or private institutions of the national and international scientific and technological system

FINANCE

We will match funding sources to the financial needs of the business areas and Development Projects
In medium to long term (five years), the Group will remunerate Equity at an average rate corresponding to the PSI 20 market capitalisation
At Tax Level, the Group will continue to be guided by an ethical posture of compliance with tax legislation

INDUSTRIAL

The Industrial activity policy focuses on the profitability of the installed capacity, improving the productivity of the units
Development of internal skills to find the right technological solutions in order to comply with the requirements and best market practices
Development of partnerships with Institutions so as to enhance the transfer of information leading to technological innovation
Compliance with the requirements of the NP EN ISO 9001, NP EN ISO 14001, NP EN ISO 45001, NP EN ISO 13485 e ISO 22716 standards

ALL AREAS

Comply with the requirements applicable to environmental aspects and hazards, whether legal, regulatory or arising from the Group's activity
Adopt the principles of environmental protection including pollution prevention and sustainable use of resources, as well as of occupational and environmental risks
Provide safe and healthy working conditions that prevent the occurrence of occupational accidents and health problems
Commitment to consultation and participation of workers, including workers' representatives