



CrestOptics S.p.A.

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QUALITY POLICY

CrestOptics designs, manufactures, markets and provides technical assistance of systems for microscopy and diagnostic applications, in compliance with the applicable regulations in force.

It finalizes the purpose aiming at full customer satisfaction, through technical support and constructive collaboration.

Based on this vision, CrestOptics has decided to define a series of behavioural principles and basic objectives to be followed and which it maintains appropriate to the needs of the market and the results to be pursued:

- quality, understood as satisfaction of customer expectations and mandatory requirements, is our top priority;
- curiosity and foresight make it possible to anticipate the needs and expectations that the market requires;
- the achievement of a corporate organization system is aimed at continuous improvement and the search for and elimination of inefficiencies;
- the conscious and responsible management of activities by all resources is one of our values;
- the professional growth of all employees, based on involvement and training, is recognized as a strategic and competitive factor for consolidating and developing the successful position in the market;
- the promotion of the culture of group work is a means that allows everyone to express their professionalism and creativity;
- quality is a "company fact" that involves all levels and all functions;
- the correct use and enhancement of human resources are aspects that management constantly examines;
- the management of company activities by process is aimed at assessing their efficiency and for this reason identifies and monitors performance indicators;
- the implementation of a system for detecting information from the market and from internal processes has the purpose of evaluating and undertaking improvement actions;



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- the young, informal and focused approach to productivity are characteristics that CrestOptics, since the beginning, has intrinsically developed and intends to maintain;
- the diffusion at all levels of a culture based on mutual respect for diversity and equal opportunities, with particular attention to gender equality, is aimed at promoting the expression of everyone's potential for the progress of the organization;
- the certainty that aspects such as: respect for the individual, equal opportunities, fairness and meritocracy are guaranteed to all employees, is a deeply rooted concept;
- the willingness to support the correct balance between professional and extra-professional life of those who collaborate with the organization, without any gender restrictions;
- the enhancement of parenthood as an important moment in life and personal and professional growth, both for mothers and fathers;
- the fight against all forms of discrimination, with particular attention to gender and parenthood, constitutes a message of evolution;
- the commitment to guaranteeing adequate training and information to all staff, both in terms of ethics, inclusivity and equal opportunities, and in other areas, to encourage the development of everyone's potential and maximize the efficiency of the organization;
- the value of time invested;
- the principle that each individual within the organization is responsible and answerable for his/her own actions, decisions and performances;
- the creation of a collaborative working environment based on the alignment and transparent and authentic communication to share ideas, opinions and experiences as a solid base for the organization growth;
- the attention to how the organization impacts environmental issues.