

## QUALITY POLICY - 2020

The fundamental objective of PMS Company (Pasquali Microwave Systems) is to strengthen and to develop its own position on market sectors of products dedicated to aerospace industry, in particular RF devices like: waveguide connections, rotary joints, couplers, circulators, comparators, etc.

Considering the high technology level and the evolution towards a stronger competitiveness, It is important to adopt a proper quality policy, whose main principle is to guarantee the indisputable quality of the product, essential requirement to achieve the Customer Satisfaction.

As regards the customer, quality of product means:

1. *Respect of requirements imposed by the contract and applicable laws (according to national and international standard)*
2. *Guarantee the staff management based on recognition of performance, competence and professionalism, regardless of ideology, race or religion*
3. *Guarantee and promote the company code of ethics involving the whole staff*
4. *Improve the process associated to development, production, delivery, service and warranty of the product*
5. *Guarantee stability and competitiveness of product prices, requirement achievable through a correct management of all necessary processes to realize the product*

In order to achieve the previous goals, the PMS Company must operate with maximum efficiency and effectiveness carrying on the following policy:

1. *Constant information, use of "Lessons Learned" and data evaluation concerning Customer satisfaction and interested parties*
2. *Surveys and data evaluation concerning the future customers' expectations*
3. *Constant monitoring of processes in order to evaluate the necessity of dedicating resources for:*
  - a. *Technology and technical update of processes involved in the customer satisfaction*
  - b. *-Develop new production methods to increase the efficiency and productivity*
  - c. *-Guarantee a suitable flexibility of the "structure" to oversee unscheduled variations of operational scenarios.*

The management is aware that it is necessary to oversee those fundamental processes regarding organizational aspects in order to pursuit objectives of quality. In particular, it is important to guarantee:

- *A proper attention to training, involvement, motivation and valorization of human resources*
- *Availability and proper function of support and process infrastructures for product realization, according to necessary requisites*
- *Guarantee a careful handling of information, documentation and communication methods.*

The policy for quality focuses on the objectives necessary to pursuit the constant improvement. Such objectives are defined in the Improvement plan and their pursuit is periodically verified and evaluated during the review meeting of SGQ organized by the management.

It is important to monitor the return on capital, collecting and evaluating the "well-being" of the Company through statistical methodologies with particular reference to costs of non-quality. The management will able to provide an appropriate share of the industrial profit to guarantee the technology and technical update of human resources and infrastructures.

February 22, 2020

**General Manager**  
(Roberto Lapini)

A handwritten signature in black ink, appearing to be 'R. Lapini', written in a cursive style.