

**COMPANY POLICY**

The main principles and aims of the Integrated Management System are dictated by the “Company Policy”.

The Policy forms the basis upon which our Organization defines its commitments and quality/organizational development objectives with respect to the product and the service to be provided, including the improvement of measures to protect the environment in the territory and to promote health and safety in the workplace. Should the contents of the Policy become inadequate to deal with the existing situation, they will be duly updated by the Company Management.

Our Organization considers the correct management of HSE-related issues and of the demands and expectations of the customer a strategic and primary objective for its own development; declaring its own commitment towards the management of the same, it has determined the following general objectives for quality, for the environment and for the health and safety of the workers in the workplace:

1. To develop the organizational model in compliance with the normative requirements referred to in International standards UNI EN ISO 9001:2008 and UNI EN ISO 14001:2004 E BS OHSAS 18001:2007;
 2. To implement and maintain all the practices necessary to ensure that the activities carried out on the sites of the Organization (headquarters and worksites) meet legal requirements as regards the environment, health and safety in the workplace;
 3. To provide Customers with an efficient, reliable product and technical/sales support service, with the capacity to meet the production requirements for which it was designed;
 4. To use the best design engineering technologies in existence, compatibly with the economic resources available, in order to minimize the impact on the environment and the risks connected with the work activities, while providing a high quality service;
 5. To adopt the necessary measures to prevent wastage of power and of natural and energy resources;
 6. To maintain a documentation system that will guarantee easy traceability of the information regarding the health and safety of the workers;
 7. To pursue the goal of minimization and correct disposal of the waste produced in the course of production activities both at the corporate headquarters and on the worksites;
 8. To keep the systems and equipment in good working order to ensure the control of emissions into the atmosphere in terms of tons of CO2 equivalent;
 9. To cooperate with Suppliers and Contractors with a view to stimulating mutual development with regard to aspects concerning the environment, health and safety and the quality of the service offered to the customer;
 10. To set up systematic measures designed to guarantee that the contractors/suppliers that work at the production site on behalf of our company apply environmental and safety standards and practices equivalent to and consistent with those applied by our Organization.
 11. To adopt the present Policy and place it at the disposal of Customers and, upon specific request, of the public and cooperate with the Public Authorities and the parties involved, communicating data and/or information and/or organizing visits to the production site with a view to enlightening others on the environmental impacts deriving from the activities carried out and the risks connected with the same, as well as constant commitment towards the protection of the environment and the management of work-related risks.
 12. To ensure that the quality, environment and safety management policy set forth herein and the relative management system are understood, implemented and maintained at all levels of the organization and that the systems are backed up by periodical and systematic training and practical activities.
 13. To promote research and technological innovation for the improvement of environmental performance and safety conditions in the workplace.
- a) The implementation of the aforementioned principles is guaranteed through the use of the following **tools**: The creation of procedures that provide rules for conducting and controlling the processes correlated to the service provided, to the environmental aspects and to risk management;
 - b) The identification and assessment of the environmental effects and of the risks due to accidents, potential accidental events, emergency situations;
 - c) The identification, assessment and management of the risks connected with the work activities;

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- d) A structured approach to the reduction of environmental impact, accidents in the workplace and to the increase of safety that considers all the implications of an organizational, technical, economic, normative and legal nature;
- e) The analysis and advance assessment of the possible environmental impacts deriving from the company's activities and from the activities carried out at its headquarters and on the worksites as well as from any activities partly contracted out to external suppliers;
- f) The continual improvement of corporate organizational and technical skills geared at reducing environmental impact and the risks connected with company activities;
- g) The efficient management of work equipment and systems with a view to guaranteeing the safety and health of the workers in the workplace;
- h) The monitoring of environmental impacts and the periodical updating of the risk assessment with a view to reducing risks for the workers involved in the company's activities and, in particular, those generated by its production equipment, by its maintenance operations and by the services it provides;
- i) Continual adaptation to the growing social and legislative demands in environmental protection and safety matters, anticipating them wherever possible through appropriate planning of the activities and initiatives in these fields.
- j) Dissemination, within the company, of the knowledge of environmental protection and safety issues and their relevant technical/organizational provisions;
- k) Conducting of periodical reviews and updates of the objectives and procedures through control systems (Audits and reports) that enable performance to be effectively assessed, and the company policy with its respective objectives, targets and implementational programmes to be reviewed and adapted.
- l) Awareness raising and education – through training and refresher courses – of all internal and external workers, relative to the tasks performed by the same, to the importance of the processes and to the effect of the results on the customer and on the environment, in order to enable them to work in a conscious and responsible manner.
- m) Provision of sufficient resources to be able to achieve the objectives laid down in the present policy.

The principles of the company policy are effectively applied and implemented also through the defining and formalizing, at variable intervals, of specific quantifiable and measureable objectives for each level, corporate function and process considered by the Organization to be of strategic importance.

In addition to the aforementioned policy, our Organization has formally arranged the rights, duties and responsibilities assumed expressly towards the parties with whom it interacts in the performance of its activities by drawing up a set of regulations.

These regulations are described in the document entitled "Code of Ethics", a copy of which is attached to this policy.

The company policy and Code of Ethics, during review meetings, are subject to analysis in order to ensure that they are still appropriate to the purpose.

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Cortemaggiore, 02/03/15

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