

## COMPANY POLICY ON QUALITY, SAFETY AND THE ENVIRONMENT

### CONTROLLED DISTRIBUTION

Revision	Date	Positions and names					
		RSG	RSPP	DIR	RLS	PREP	
00	01/10/2014	Luca Gambini	Mario Tombari	Luca Gambini	Maurizio Riminucci	Mauro Della Dora	Silvestrelli Alessandro
01	30/10/2015	Luca Gambini	Mario Tombari	Luca Gambini	Maurizio Riminucci	Mauro Della Dora	Silvestrelli Alessandro

### 1. INTEGRATED COMPANY POLICY

The Board of Directors maintains that the management of company systems is the responsibility of the entire company staff, from the employer to each and every worker, and this in order to avoid unaccountability and a lack of active participation.

The company therefore implements a company policy in matters of quality, safety and the environment that takes into account applicable legislation, the clients, the environment and possible stake holders, its own employees and all the parties involved, and in particular it:

- acts on the continuous improvement of company processes that can fulfil client requirements and can comply with legal constraints and regulations in force, in matters of quality, environment, and safety;
- monitors and improves the company's environmental performances, minimizing the use of existing resources to reduce the effects on the environment and prevent pollution;
- selects its suppliers in order to allow them to ensure a respect for quality, the environment and safety.

For these reasons the company has decided to adopt management systems in compliance with the law, as instruments to reach company objectives, these regulations are:

- UNI EN ISO 9001:2008 for quality management
- UNI EN ISO 14001:2004 for managing the environment
- OHSAS 18001:2007 for the management of safety

Company policy aims at:

- **client satisfaction by means of:**
  - the definition, formalization and diffusion of its Policy;
  - communicating with the client in order to understand their requirements;

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- planning and management of services within the market;
- the involvement, motivation and development of professional skills for the entire staff;
- the implementation of a system for the continuous improvement of its services in order to adapt to the developments in the sector, and the effective management of its processes;
- **the reduction of the impact on the environment and health protection, by means of:**
  - the definition, formalization and diffusion of its Policy;
  - the definition and attainment of objectives concerning the improvement of the environment and safety;
  - the identification of environmental matters and the assessment of the impact thereof and the risks resulting from accidents, potential accidental events, emergency situations;
  - compliance with all the legal requirements applicable and other requisites subscribed to by the same company in matters relating to the environment and safety;
  - retrieval of regulations and laws, the management of updated regulations, the study of applicability, and the strict compliance of the same also through internal audits;
  - the continuous improvement of the company's organisational and technical capabilities able to reduce the impact on the environment and risks connected to company activities;
  - the continuous improvement of the company's organisational and technical capabilities able to reduce the impact on the environment and risks connected to market activities;
  - controlling the delivery of services, not only from the point of view of quality but also as regards the environment and safety;
  - the reduction of risk factors for the safety of staff members and the relative parties involved to varying degrees in company activities;
  - the commitment in the prevention of accidents and professional illnesses and the on-going improvement in the management and the services of the health and safety system;
  - the on-going upgrading to the growing social requirements in the field of protection of the environment and safety, where possible undertaking suitable planning of activities and initiatives in these fields;
  - encouraging awareness of staff, within the company and in terms of the external staff, through the propagation of information on problems regarding the protection of the environment, safety and relative technical and organisational matters.

The Systems Manager is also responsible for:

- encouraging employees to reach the set objectives, even through their representatives;
- notifying the objectives both internally and externally;
- planning and assigning the resources necessary to achieve this;
- detect and improve the client's level of satisfaction;

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- checking and analysing the results obtained and implementing the resulting actions;
- complying with legislation and applicable agreements (being the essential requirement in applying the management system);
- considering all the components of the management system as having the same importance;
- ensuring that the workers are aware, have received training and know how to undertake their tasks correctly and are able to accept responsibility within the management system;
- periodically examining company policy and current management systems.

This Policy is notified to the company staff and all third parties involved, and all the interested parties, through the communication instruments available to the company (website, bulletin boards, PEC, E-mail), and by translating the same into English and German.

\* RSG – Responsabile Sistemi di Gestione (Management Systems Manager)

\* RSPP – Responsabile Servizio di Prevenzione e Protezione (Prevention and Protection Services Manager)

\* DIR – Direzione (Management)

\* RLS – Rappresentante dei Lavoratori per la Sicurezza (Safety Workers Representative)

\* PREP. – Preposti (Person in charge)