

INTEGRATED CORPORATE POLICY

State of revisions

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Premise

The Board of Directors considers that the responsibility for management of corporate systems regards the entire corporate organisation, from the employer down to each individual worker, in order to avoid any loss of the sense of responsibility and lack of active participation.

In order to guarantee a product/service that centres around maximum customer satisfaction, and more generally the satisfaction of all interested parties, the organisation has drawn up the following reference principles for its Integrated Corporate Policy.

1. Attention focussed on the customer and on the interested parties

The organisation is committed to understanding the needs of customers and planning its activities to satisfy those needs in full.

Customer satisfaction is achieved through:

- the definition, formalisation and dissemination of the internal Policy;
- communication with the customers in order to find out their needs;
- planning and management of the services within the market;
- the involvement, motivation and development of the professional skills of all members of staff;
- implementation of a system for the continual improvement of performance to adapt to evolutions in the sector, and efficient management of internal processes;

In the same way it operates so as to respect the needs and requirements:

- of the reference market
- of the country in which it operates, in compliance with laws and regulations
- of all the parties involved in its critical processes

2. Approach for processes

The organisation identifies the various activities of the organisation as processes subject to constant planning, control and improvement, and activates resources in the best possible way to carry them out.

The organisation manages its own processes to render unique:

- the aims to be pursued and the results expected
- the related responsibilities and the resources employed

3. Leadership

The organisation takes responsibility for the effectiveness of its SGI, making available all the resources necessary and ensuring that the planned goals are compatible with the context and with the organisation's strategic guidelines.

The organisation communicates the importance of the SGI and ensures the active involvement of all the interested

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parties, coordinating and supporting them.

4. Commitment to prevention, elimination of hazards and reduction of risks.

The organisation plans its own processes with a risk-based thinking (RBT) approach, in order to implement the actions most suited to:

- Assess and handle risks associated with the processes
- Take advantage of and strengthen the opportunities identified

The organisation promotes an adequate sense of proactive risk management at all levels.

- Responsible management of the site by conducting its activities in full protection of the health and safety of workers.
- Planning all necessary investments for the proper functioning of plants, machines, equipment and all infrastructures in general.
- Providing its employees with infrastructures suitable for the activities to be carried out and with all the necessary personal and collective protection devices, with regard to their ergonomic needs too.
- The design and implementation of any potential change, by taking into consideration, as of primary importance, the safety aspects.

5. Commitment to safeguarding the environment and protecting health and safety at work

The Organisation engages to safeguard and protect the Environment and health and safety at work, assessing the management (or modification) of its manufacturing processes in order to:

- reduce all forms of environmental impact (waste production, atmospheric emissions, water management)
- optimise the use of energy resources, avoiding waste and using the best technology available
- turn to alternative forms of energy and those with a low environmental impact
- reduce the risk factors for the safety of staff and the interested parties involved for various reasons in corporate activities
- committing to the prevention of accidents and professional illnesses and the ongoing improvement of system management and performance

6. Commitment to respecting the law

Pursuant to the law, regulations, ordinances and rules the Organisation has as its main aim promotion of the levels of quality, safety and environmental friendliness of human life, to be achieved by safeguarding and improving the state of safety and the environment and making careful and rational use of natural resources.

The organization provides its employees with the training required by law, by integrating it to specific company issues.

7. Communication and involvement of staff and the stakeholders

The organisation is aware that involvement of the staff and all the stakeholders, together with the active participation of all associates, are a primary strategic element.

Consequently:

- it looks for an open dialogue with the public and the interested parties in order to provide an understanding of the environmental impacts of activities and its environmental and safety principles
- it selects its suppliers so that they ensure respect for quality, the environment and safety
- it takes into consideration the requests of citizens, social and trade union organisations, employees and the public authorities
- it co-operates with the public authorities to manage possible emergency situations, so as to reduce to a minimum the

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impacts on the environment and on safety

- it promotes the development of internal skills (by means of education, information, training and raising awareness of the staff to carry out tasks in safety and take on their responsibilities) and careful selection of external associates, in order to provide itself with competent, motivated human resources.

In addition:

- Information, training and awareness of all staff on the safety management system and its application within the organization.
- The promotion at all levels, with an adequate degree of safety, of a widespread sense of proactivity so that a sharing process aimed to improve the awareness of each one's role is effective.
- Communication with customers, suppliers, contractors and the population to improve the safety of the site.
- Communication with the competent public authorities to establish and update emergency and safety procedures.

This Policy is distributed to corporate employees and third parties involved, and to the interested parties, by means of the company's communication tools (Website, notice boards), also being translated into English and German.

8. Improvement

The organisation sets as its permanent goal the improvement of its SGI performance. Consequently, the whole corporate structure, according to its assignments and skills, participates in achieving the goals assigned.

Preliminary assessment of the risks and opportunities connected to corporate processes, verification and periodic monitoring activities, both internal and external, and the Management review are the tools implemented by the organisation to achieve constant improvement.

The tool selected by the Organisation to pursue its Policy is an Integrated Management System pursuant to UNI EN ISO 9001 and 14001 ed. 2015 and ISO 45001:2015.

For the reasons indicated above, the Integrated Management System Manager is committed to:

- involving employees in achieving the assigned goals, also through their representatives;
- making targets known;
- planning and assigning the resources necessary to achieve them;
- detecting and increasing the level of customer satisfaction;
- checking and analysing the results achieved and implementing the necessary actions;
- periodically reviewing corporate policy and the integrated management system.

In addition, the RSGI is also committed to a systematic assessment of the site safety, through the implementation of a monitoring system, on which continuous improving actions are implemented and through the promotion of a continuous improvement of the health and safety conditions of the site, by guaranteeing beforehand the full compliance with laws and regulations.

Signed by the General Management for approval