



## Quality, Environmental, Health & Safety Integrated Policy

### 1. The commitment of the Top Management is oriented to the achievement of:

- 1.a - the full compliance to the Italian and European HSE legislation and legislation related to product safety;
- 1.b - the continuous reduction of the risk factors to avoid injuries, accidents and occupational ills
- 1.c - respect for human rights, equal opportunities and psycho-physical well-being in the workplace
- 1.d - the environmental and ecosystem protection, the prevention of air-soil-subsoil pollution, the reduction of environmental impact, the use of sustainable resources, the investment in new technologies
- 1.e - waste reduction, the recycle of waste coming from the manufacturing process with a view to sustainable development
- 1.f - the continuous assessment of the context in which the companies operate, paying attention to the needs of all the internal and external parts involved, in order to minimize risk factors and increase opportunities for improvement, growth and collaboration
- 1.g - workers involvement through consultation of communications relevant to the company's production activities and sharing of the results obtained
- 1.h - the improvement of internal communication and towards all interested parties
- 1.i - the investment in new technologies to increase our production capability, satisfy marked expectations and improve the quality of our product, protect the environment and people
- 1.l - the full satisfaction of Customer's requirement about quality, on time delivery and price competitiveness
- 1.m - the business development, oriented to enlarge customer package and field of applications
- 1.n - the optimization of the production process, through the continuous resource of the effectiveness and reduction of purchasing costs
- 1.o - the achievement of an high level of process integration
- 1.p - the continuous improvement of the quality of the product and service provided
- 1.q - the enhancement and increase of employee's skills through continuous education and training
- 1.r - the continuous improvement of the effectiveness of the QHSE Management System
- 1.s - Limitation of the risk of contagion in the event of diseases through the application of the preventive protocol

### 2. Our goals are pursued through:

- 2.a - the implementation of a Quality and Health, Safety and Environmental System according to ISO 9001, ISO 29001, ISO 3834-2, ISO 14001, ISO45001, API Q1 standard;
- 2.b - the periodical review of this Policy to grant it is adequate and updated to our strategies and to the context we operate. This Policy is the reference scheme for the definition of our targets and it's communicated, understood and implemented by all the level of our organization;
- 2.c - the assignment of adequate and, where feasible, measurable targets for improvement, providing needed resources, human and technological resources, and involving relevant process owners;
- 2.d - the internal and external communication about process and company performance;
- 2.e - the investment in research, new technologies and competencies to achieve new product qualifications;
- 2.f - the proactive evaluation of the customer satisfaction;
- 2.g - the assessment of staff skills, allocating appropriate resources to roles, making the staff aware about the importance of their role in achieving the objectives, where necessary, training and verifying the effectiveness of training ;
- 2.h - the training of all employees about activities that have a significant impact on the environment and about the risks and related mitigation measures for health/safety aspects, in addition to the principle of our ethical code of conduct;
- 2.i - the information and awareness of employees, suppliers, contractors, customers in relation to environmental impacts and health and safety risks related to business and business objectives;
- 2.l - the protection of the health and safety of workers by reducing the risks associated with working activities, in particular by investing in the elimination of risks at source, by informing and training workers on the risks associated with activities and preventive measures, providing and monitoring the use of individual production devices, ensuring the effectiveness of possible responses to internal or external emergency situations;
- 2.m - the optimization in the use of natural and auxiliary resources, the monitoring and the reduction of CO2 emissions into the atmosphere, the monitoring of water discharges, minimizing the risks of contamination of soil, subsoil, air, water, the reduction of energy consumption, the reduction of produced waste, the recycling of scrap, the use of sustainable and renewable resources, the implementation of cogeneration systems, the analysis of product life cycle;
- 2.n - the dialogue based on respect for the entire context in which we operate, therefore civil society, local authorities, trade associations, supervisory authorities and any other party in order to make clear and transparent the company's path toward health, safety and environmental protection;
- 2.o - the need to protect all workers and in particular those who are exposed to greater vulnerability, such as disabled, pregnant or nursing women;
- 2.p - the fight against all forms of discrimination, the adoption of practices for equal opportunities and well-being at work;
- 2.q - the protection of non-smokers against the risks associated with passive smoking, by imposing a ban on smoking in a working environment;
- 2.r - the collaboration with local associations that promote social, charitable, cultural or recreational initiatives; collaboration with schools and universities to carry out projects with social and/or environmental impact aimed at improving people's quality of life and objectives of general interest.

This Policy applies to all operating sites of the companies and is communicated to all interested parties.

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