

	INTEGRATED POLICY FOR QUALITY AND OCCUPATIONAL HEALTH AND SAFETY	PRG_002-A
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The Quality Policy provides the framework for engaging the efforts of the entire Company to achieve a high level of competitiveness, by improving both customer and other interested parties' satisfaction, as well as overall organizational effectiveness.

The Occupational Health and Safety Policy provides the framework for directing all the Company's actions and efforts to ensure ongoing compliance with applicable legal requirements and to monitor and continually improve the organization's Occupational Health and Safety (OH&S) performance.

The Occupational Health and Safety Policy is directly derived from the "reference principles" defined in the Organizational, Management and Control Model (MOGC) pursuant to Legislative Decree 231/2001.

The Company intends to define and coordinate all activities and functions in order to establish an effective management approach capable of achieving the objectives set by the Management/Employer, such as:

- comply with applicable laws, product directives, and requirements voluntarily adopted by the Company, and in particular with mandatory regulations related to OH&S and other types of offences covered by Legislative Decree 231/2001;
- satisfy the requirements of customers and other interested parties, in compliance with applicable national and international regulations;
- eliminate or reduce to acceptable levels the risks to the Occupational Health and Safety of its personnel and other interested parties (including contractors, external staff, etc.) who may be exposed in connection with any type of activity and at any workplace, whether consisting of production sites, offices, or third-party locations (such as construction sites, customers' or suppliers' premises, etc.).

For this purpose, the Management and the Employer have decided to organize the Company by implementing a Quality Management System (QMS) in accordance with the UNI EN ISO 9001 standard and an Occupational Health and Safety Management System (OH&S MS) in accordance with the UNI ISO 45001 standard, assigning to:

- Quality Management System Manager (QMS Manager): responsibility and authority for ensuring the implementation, monitoring, and effective maintenance of the QMS in accordance with the applicable standard, as well as reporting to the Management on the performance of the System, in order to enable its review and continual improvement;
- Occupational Health and Safety Management System Manager (OH&S MS Manager): responsibility and authority for ensuring the implementation, monitoring, and effective maintenance of the OH&S MS in accordance with the applicable standard, as well as reporting to the Employer on the performance of the System, in order to enable its review and continual improvement;
- other company managers: responsibility and authority for ensuring the implementation within the Company of the QMS and OH&S MS within their respective areas of competence, providing appropriate guidance and disseminating the necessary information to the personnel under their responsibility.

The Company is therefore committed to pursuing, in addition to the above-mentioned objectives, the following goals:

- protect the health and safety of all workers and interested parties in order to prevent injuries and occupational diseases, as well as any incidents that have the potential to cause them;
- design and develop new products and processes to meet the needs and expectations of the customers and other interested parties;
- ensure prompt and effective responses in the event of nonconformities, first identifying their root causes in order to pursue continual improvement;
- reduce or, where possible, eliminate the costs associated with non-quality and OH&S shortcomings, in order to improve company performance;
- improve the working conditions for all employees and contractors.

The achievement of these objectives is to be considered at least equal to, if not higher than, the achievement of other economic and production-related objectives.

Occupational health and safety must be a priority and integrated into the management of all activities related to product realization (from product conception and design through to delivery and after-sales services), involving contractors, suppliers, vendors, and end customers.

The achievement of the established objectives shall be accomplished through:

- the definition of the organization's context and the analysis of associated risks;

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- the subsequent definition of the activities and processes relevant to achieving the objectives;
- the determination of responsibilities, authorities, and organizational interfaces for the execution of activities and processes that affect Quality and OH&S;
- the awareness-raising of all personnel on the importance of Quality and OH&S through information, training, and instruction;
- the identification and acquisition of support resources (technologies, equipment, procedures, and competent and aware human resources) required to establish, implement, maintain, and improve the Management Systems (MS);
- the recording and analysis of Quality and OH&S data;
- the identification and updating of evaluation criteria (performance indicators, control methods, tools, etc.) capable of describing the Company's performance in terms of Quality and OH&S, and of ensuring ongoing improvement.

The Management and the Employer take an active role in promoting and leading all activities that influence Quality and OH&S, committing to:

- periodically review the MS and this Policy, updating them in light of the Company's strategic directions, its objectives, and the organizational context;
- continuously monitor the expected results and the performance of the MS, ensuring and promoting continual improvement;
- establish and implement a structured process for worker consultation and participation at all levels, involving and consulting their representatives as well (Unitary Trade Union Representatives – RSU / Workers' Safety Representative – RLS);
- lead, support, and empower all employees and collaborators to contribute to the effectiveness of the MS, playing an active role according to their duties and responsibilities;
- protect workers from any retaliation following the reporting of incidents, hazards, risks, and opportunities.

The achievement of the objectives set out herein in the field of Quality and OH&S requires the committed participation and contribution of all Company personnel.

The Company's Board of Directors has adopted a Code of Ethics, a Code of Conduct, and a Disciplinary System within the Organizational, Management and Control Model (MOGC) pursuant to Legislative Decree 231/2001, as an additional tool for implementing this Policy and for engaging personnel in order to achieve and maintain the objectives.

All personnel are invited to plan and carry out their activities taking into account the objectives set out above, reporting to Company managers any suggestions/requests for the implementation and improvement of the MS.

This Policy provides the framework for establishing and reviewing the improvement objectives of the MS.

This Policy is made available to all interested parties.

Colli al Metauro (PU), 16/03/2020

THE MANAGEMENT

Rupoli Simone



THE EMPLOYER

Boselli Luca

