

INTEGRATED COMPANY POLICY ON HEALTH, SAFETY, ENVIRONMENT, QUALITY AND SOCIAL RESPONSIBILITY

The workers' Health and Safety, the Environment protection and the Quality policies has been developed to define objectives, commitments and to identify the appropriate tools to act, as well as the most appropriate ways to measure the quality achieved.

Company Management ensures that the policies are defined in a structural framework and reviewed to verify its suitability for the organization's purposes in any moment.

Company Management ensures that quality policies:

- are tailored to the Company, through the periodic analysis conducted with planned Audits and with the Management Review;
- are aimed to meet the requirements and to continuously improve the effectiveness of the organization in terms of health, safety, quality and environment through the active involvement and commitment of each operator;
- provide a structural framework for defining and reviewing quality objectives, with periodic and planned reviews;
- are communicated and understood within the organization ensuring the dissemination of information;
- are reviewed to continuously match the company mission;

In particular, these statements are a main reference:

1. The Company pursues the principles of health, safety, environmental respect and quality of its services by actively working for the continuous improvement of its performance towards its staff, its customers, external organizations and service and product providers. The safety of people, respect for the environment and customer satisfaction constitute a constant point of reference in the definition of operational strategies both in the technical-scientific context of the services provided and in terms of general organizational aspects.
2. Innovation and services improvement are considered priority objectives and are encouraged and pursued through the contribution of each member of the organization. Company's core business services are provided by using the most appropriate strategies and methodologies in order to guarantee the health and safety of its staff, respect for the environment and customer satisfaction.
3. Staff's motivation is considered a prerequisites to guarantee the research and application of best practices. The entire management staff, through direct and indirect interventions, works constantly to promote collaboration and accountability within the organization by promoting communication and dissemination of the Company's mission, values, strategies and plans.
4. The Management takes care of the maintenance of adequate documentation, providing to all interested parties the information required both to give transparent visibility of the planning and administrative action, and to create reference historical sequences to plan annual interventions.
5. The Management is committed to keep constant attention on the safety problems in the workplace in order to safeguard, according to current legislation, the protection of the health and safety of its personnel.
6. The Employer has the direct responsibility to establish, verify, measure, review and improve the quality system. Each operator is required to apply correctly all the prescriptions of the program: the application of the health-safety-environment-quality system is responsibility of everyone and requires the involvement, commitment and effective interaction of all the Company personnel.

The Company is aware to operate in a very complex reality in which corruption phenomena are, unfortunately, very widespread, and it is committed to the strictest observance of ethical conduct and believes that all its collaborators needs to share unconditionally the respect of these values.

The Company, believing and hoping in a real competition in its reference business market, bases its action on the quality and value of its services. In particular:

- It despises and forbids corruption in all its forms, and considers it the greatest threat to civil coexistence
- does not allow the payment of bribes either to obtain business or to keep it or to obtain any other advantage
- does not authorize any payment in forms of money or valuables to public officials and employees to influence their decisions or to induce them to use their influence to modify any act or decision taken by third parties
- it is committed to keep complete and accurate books, records and internal accounting controls, maintaining total transparency on financial reporting
- it is committed to disseminate, respect and ensure that its employees, collaborators and business partners respect the values contained and provided for by current legislation.

The Company is committed to:

1. carry out and periodically review the context factors and the needs of the interested parties, identifying and evaluating the risks and the opportunities of the system
2. promote a company management structure that guarantees a clear and organic definition of tasks and responsibilities
3. improve the skills and the professionalism of employees and collaborators
4. motivate, empower and sensitize the staff to continuous improvement, by promoting their information and training on quality, environment, safety and anti-corruption policies in relation to their activities and to this policy, with the aim to actively involve them in protecting the environment and safety
5. encourage and support the reporting of suspicions or corruption events, with no fear of sanctions

The degree of achievement or deviation from the objectives is measured by means of specific indicators related to the most significant management parameters:

1. compliance with the planned orders;
2. complaints from customers and interested parties (reports and disputes);
3. non-compliance on the service / process / system;
4. accidents, injuries, or similar;
5. environmental impacts;
6. corruptive events;
7. staff training level;
8. degree of supplier evaluation.

The indicators are periodically monitored through:

- Internal audit;
- Management system review;

The Management can modify indicators and objectives during the Review.

The Management supports the Integrated Policy, to pursue the described objectives and their improvement, and it is committed, through constant dialogue with employees, collaborators and all interested parties, to periodically review this document to keep it aligned with the corporate spirit.

the legal representative
(Andrea Tamburini)

