



COMPANY POLICY QUALITY, ENVIRONMENT, HEALTH AND SAFETY

SPECIALINSERT S.r.l. believes it is fundamental to integrate and apply a RISK BASED THINKING approach to its Company Policy and Vision in order to understand the risks (and opportunities) of its Quality, Environment, Health and Safety Management System, as well as of the processes that make it up and that may influence its ability to achieve the set objectives, also for the purpose of countering any health, climate and environmental emergencies.

For this reason it decides to:

- *produce evidence showing that risks have been identified and that actions proportionate to the consequences have been planned*
- carry out review activities of those actions

SPECIALINSERT S.r.l. approaches risk management according to the principles of UNI ISO 31000 STANDARD aware that:

- creates and protects value
- is an integral part of all the organization's processes
- is part of the decision-making process
- deals explicitly with uncertainty
- is systematic, structured and timely

SPECIALINSERT S.r.l. has implemented and maintains a **Quality and Environmental Management System** in accordance with the requirements of international standards **UNI EN ISO 9001:2015, IATF 16949 :2016**

Therefore, it is committed to proper management of the Quality System with the aim of full customer satisfaction through improvements involving the entire company.

Product quality is the result of the commitment of all departments and is based on the enhancement of human resources, thanks to systematic training programs involving all levels of the company.

The following objectives have been defined with regard to the Quality Management System:

Satisfying the needs of its internal staff through:

- growth paths
- staff loyalty
- meritocratic recognition
- guarantee of safety in the workplace

Satisfying customer needs through:

- completeness of product range
- availability of products in stock
- co-designed product/project development
- timely deliveries
- correct handling of complaints

Guaranteeing the quality of the products supplied through:

- correct design
- precise realization
- validation of production processes
- dedicated testing of production processes

Ensuring proper plant management through:

- machinery renewal
- correct maintenance of the machinery
- measurement and control of production process efficiency
- improvement projects

Ensuring reliable suppliers through:

- constant involvement

Ensuring new products through:

- innovation
- development of new products
- modifications to existing products

SPECIALINSERT S.r.l. is fully aware of the importance that must be attributed to respect for the environment and the prevention of pollution, therefore, it is committed to ensuring that these values become an integral part of the organization's culture, in order to involve all personnel in actions aimed at safeguarding the environment. In this sense, it has decided to target the efforts of all company personnel, both employees and non-employees, towards a careful management of environmental issues, committing itself to:

- *pursue continuous improvement aimed at preventing and reducing the actual and potential environmental impacts of its activities*

With regard to the Environmental Management System, the following objectives have been defined:

- monitor and where possible reduce energy and water consumption
- implement pollution reduction policies, involving all company personnel
- in the field of technological innovation, to direct purchases towards technologies that provide for the reduction of the quantities of hazardous substances present and favor their recovery
- ensure that each person who works in the company and who manages the environmental aspects present understands his or her environmental responsibilities and takes them into account in the performance of daily work
- maintain a clear and transparent level of communication with the outside world regarding the environmental impacts produced by the company's activities
- guarantee the disclosure and dissemination of the contents of its Policy to company personnel, suppliers and all persons working on behalf of the company, the public and interested parties
- initiate actions to involve its suppliers in the correct management of the environmental aspects connected with the activities they carry out

SPECIALINSERT S.r.l. has implemented an Occupational Health and Safety Management System integrated with the Quality Management System, in compliance with the UNI INAIL "LavoroSicuro" guidelines.

Below are the Management's intentions for protecting the Health and Safety of workers, which are an integral and priority part of the entire company management:

- meet the requirements of continuous improvement and the effectiveness of the SGSL (Italian Workplace Safety Management System) by establishing objectives that are measurable through indicators and therefore pursuable in consideration of the expectations and satisfaction of external and internal customers
- minimize risks to the Health and Safety of all participants in company life and of all subjects that have relations with it, correctly allocating responsibilities and organizing suitable workplaces with safe and ergonomic equipment, plant and machinery, adequate waste management and in-depth knowledge of all substances used
- minimize risks from possible health emergencies - national and international, implementing all necessary measures to combat and minimize direct and indirect consequences
- carry out adequate and constant consultation, training and information of personnel in order to establish a culture of Safety and awareness towards health and environmental issues, defining requirements, responsibilities and tasks in the most complete knowledge of company risks, of the methods of application on government prescriptions and of the substances used
- constantly evaluate technological progress in order to improve the efficiency of Safety Systems so that the risk of accident is the minimum reasonably achievable and the state of knowledge is applied to the satisfaction of all those involved
- operate with a view to prevention in the field of Health and Safety at Work and constantly carry out activities in compliance with regulations and all legal requirements
- quickly and effectively implement interventions aimed at customers and the needs arising in the course of work
- Safety Management Systems and their results are considered an integral part of company management. The responsibility for managing SSL (Health and Safety at Work) concerns the entire company organization from the Employer down to each worker, each according to his or her attributions and competences.
- constantly defining appropriate and adequate resources to achieve the objectives set in the field of Safety

SPECIALINSERT S.r.l.'s Management is committed to respecting the needs and expectations of the parties involved, through the achievement of the pre-set objectives.

Since the year 2017, SPECIALINSERT S.r.l. has adopted an **ETHICAL CODE in line with the Italian Legislative Decree 231/2001**, therefore, it is committed to operating in compliance with the legislation and all the regulations in force, to support ethically correct behavior such as not to prejudice the moral and professional reliability of the company.

Responsibility:

All employees of SPECIALINSERT S.r.l., at all levels, are responsible for supporting the principles contained in the following policy by improving the company's qualitative and environmental performance wherever possible.

In particular, management is responsible for its dissemination, involvement and, above all, monitoring the level of awareness in their areas of responsibility.

This Policy is communicated at all levels and is available on the website www.specialinsert.it