

		<b>QUALITY, ENVIRONMENT AND SAFETY INTEGRATED POLICY</b>				Mod 03.3
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#### 4.2.1. THE INVOLVEMENT OF THE TOP MANAGEMENT

With this document, FAD ASSALI management declares its commitment in quality, environment and safety continuous improvement.

This integrated policy represents the integrated administration system cornerstone, adopted by the company and defined by the Management.

This *integrated policy* considers the following fundamental values and principles:

- Providing excellent and continuously improved services;
- Promoting the growth in earnings and turnover, by managing the risks;
- Inspiring excellent group and individual performance, recognizing and rewarding successes properly;
- Overcoming our customers' expectations thanks to quality and total assistance;
- Achieving operational efficiency;
  - Encouraging, training and helping our employees to fully develop their skills;
  - Promoting group work and individual initiative in a culture of empowerment;
  - Ensuring equal opportunities without discrimination of sex, religion, politics and ethnicity;
  - Ensure a service that exceeds customer expectations;
  - Being first in terms of quality, speed, reliability;
  - Treating our suppliers properly and considering them an integral part of our overall ability to serve customers;
- Implementing the concept of Life Cycle Perspective
- Guaranteeing a process approach in order to better manage their flows and ensure better efficiency;
  - Implementing and maintaining an integrated risk-based thinking approach in order to better define actions to face risks and opportunities;
- Maintaining the health and safety of personnel at the workplace;
- Including a commitment to comply with all relevant environmental and safety laws and regulations, as well as other requirements that the company will decide to underwrite;
- Promoting an approach to prevent pollution and risks for workers;
- Promoting commitments aimed at the continuous improvement of environmental performance;
- It is appropriate to the nature, size and environmental impacts coming from the company;
- It contributes improving the company's profitability;
- Reducing the number and severity of accidents and the manifestation of occupational diseases

Our policies, programs and environmental behavior continued improvement process considers technological progress, scientific knowledge and community expectations. We are committed to reducing our impact by:

- Managing any significant environmental impact within our business, developing and using procedures and integrated environmental management planning;
- Monitoring and optimizing, with the aim of reducing it, the consumption of resources such as

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materials, fuels, energy;

- Protecting the environment from pollution by ensuring a responsible control of warehouse management and material transport;
- Minimizing the impact of material waste by reducing, recovering and recycling them as economically and practically as possible;
- Ensuring that all contractors and suppliers are aware of our environmental policy and procedures and demonstrate good environmental practice when they work. Encouraging them to adopt an Environmental Management System;
- The company is committed to prevent and limit the occurrence of accidents by:
  - a) rationalizing the use of surveillance and personnel training resources;
  - b) managing our work and equipment to minimize the exposure of workers to hazards and related risks;
- preferring, where possible, technical solutions that reduce the possibility of accident occurring;
- favoring a preventive approach to problems and continuously improve the effectiveness of the system by promoting adequate and effective corrective actions to avoid the recurrence of any non-compliance.
- operating in compliance with the provisions on safety and adequacy of the working environment, to protect operators and visitors to prevent the risks of accidents.

The Integrated Policy is reviewed annually by the Management, after having consulted and involved all the managers, and, if necessary, modified according to changes in the context.

It is communicated to all interested parties through publication on the website and available on the company notice board.

The integrated policy can be further disseminated to all staff by the manager of the integrated management system for awareness and involvement.

In particular, the staff and the public are aware of the Policy through payroll distribution; distribution to new hires; dissemination to those who request it (Customers, Authorities and public bodies, associations, etc.).

For the verification of the principles set out in this document, the General Manager commits himself / herself personally, employing qualified and independent auditors.

The Board of Directors:

- ✓ Appoints the Manager of the Integrated Management System and confers on him both the authority and the means for the implementation of the Integrated Management System;
- ✓ Promotes the application, improvement and development of the Integrated Management System;
- ✓ It works to ensure that the cardinal principles of the Integrated Management System, described in the Manual, are disclosed, understood and shared by all employees and collaborators.

  
**Paolo Cantamessa**  
 Amministratore Delegato  
 FAD Assali S.p.A.