

		QUALITY, ENVIRONMENT AND SAFETY INTEGRATED POLICY				Mod 03.3
						Data Mod 06/23
						Rev Mod 4
Documento n°	Data redazione	N° revisione	Redatto da	Approvato da	Archiviato da	Pagina documento
-	06/06/2023	4	RSGQ/RSGI	GM	RSGQ/RSGI	1 di 2

With this document, FAD ASSALI management declares its commitment in quality, environment and safety continuous improvement. The management thanks all employees for their constant effort, work dedication and professional support, fundamental to fulfill the company plan. The Management also undertakes to recognize the reduction of environmental impacts and the safety and health of workers as essential elements in the execution of its activities.

This Integrated Policy constitutes the cornerstone of the SGI adopted by the organization, is defined by the Management and takes into account the following fundamental values and principles:

- satisfy the expectations and needs of customers, increasing their satisfaction, thus providing an excellent and continuously improved product/service, guaranteeing quality and total assistance, excelling in speed and reliability.
- improve and consolidate its position in the business sector, promoting the growth of turnover and profits, achieving operational excellence.
- implements the concepts of the Life Cycle Perspective.
- ensure the highest levels of safety and reliability of the activity carried out, through the careful choice of suppliers.
- treat our suppliers fairly and consider them an integral part of our overall ability to serve customers.
- ensure compliance with delivery times and in any case always in accordance with what is contractually established.
- encourage, train and help our collaborators to fully develop their skills.
- promote initiatives suitable for the involvement and participation of workers, as well as their representatives.
- promote teamwork and individual initiative within a culture of accountability.
- ensure equal opportunities without discrimination of sex, religion, politics and ethnicity.
- invest in means and resources suitable for achieving the required quality levels.
- maintain extreme care and maintenance of machinery.
- constantly monitor through controls on the process and the costs of non-quality.
- includes a commitment to comply with all relevant environmental and safety legislative and regulatory provisions, as well as with the other requirements that the company decides to subscribe to, periodically checking what is in place and any aspects to be improved.
- monitor and optimize, with the aim of reducing, the consumption of resources such as materials, fuels, energy, the amount of waste produced and continuously improve their management.
- protect the environment from pollution by ensuring responsible control of warehouse management and material transport.
- minimize the impact of waste materials by reducing, recovering and recycling them as far as it is economically possible and practicable.
- adopt all necessary measures to limit the occurrence of emergency conditions and any environmental impacts achieved.
- offer products and services by adopting more qualified technologies and human resources and the best technologies available, if they are economically compatible.
- promote the prevention of pollution and the occurrence of risks to the health and safety of workers.
- ensure that all contractors and suppliers are aware of our environmental policy and procedures and demonstrate good environmental practice when working.
- manage any significant environmental impact, developing and using integrated environmental management procedures and planning.
- prevent accidents at work, occupational diseases and accidents, also through continuous training of workers, as well as provide devices and procedures necessary to carry out their activities:
 - rationalizing the use of resources for the supervision and training of workers
 - managing work activities and equipment in order to minimize the exposure of workers to related hazards and risks

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-	06/06/2023	4	RSGQ/RSGI	GM	RSGQ/RSGI	2 di 2

- preferring, where possible, technical solutions that reduce the possibility of accidents occurring.
- effectively comply with the provisions of current legislation and other requirements signed according to the dangers detected.
- update, where technically possible, the Prevention and Protection measures in relation to organizational and production changes that are relevant for the health and safety of workers.
- ensure that all company changes are treated proactively and in a manner controlled from the point of view of health and safety at work.
- guarantee the consultation and participation of workers and their representatives, involving them in decision-making processes and promoting the management of any change aimed at improving performance in any area.
- favor 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-conformities.
- promote the process approach and risk-based thinking both at the level of the integrated management system and in daily operations.

The management aims to implement and subsequently maintain constant the culture of health and safety at work, the culture of continuous improvement of its performance and environmental performance, annually reviewing the objectives and goals and providing the resources necessary for their achievement.

The management also declares to be available for internal and external communications of a qualitative, environmental and workplace health and safety nature, including this Policy to be disclosed to all staff and external interested parties, to periodically verify corporate compliance with laws and the environmental and health and safety requirements of workers and to periodically evaluate, through internal audits, the adequacy of the quality, environment and safety management system for the activities, health and safety risks and environmental impacts of the company.

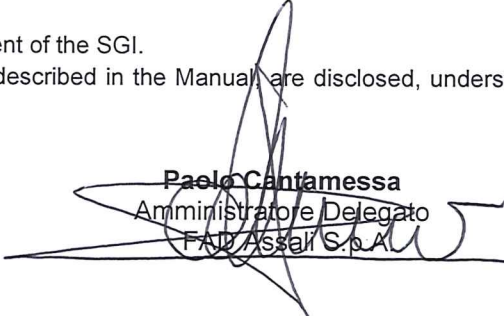
The Integrated Policy is reviewed annually by the Management, after having consulted and involved all managers, and, if necessary, modified based on changes in the context.

The Integrated Policy can be further disseminated to all staff by RSGI as a means of raising awareness and involvement. In particular, staff and the public become aware of the Policy through distribution on the pay slip; distribution to new hires; dissemination to anyone who requests it (Customers, Authorities and public bodies, associations, etc.).

The **General Manager** is personally involved in verifying the principles set out in this document by appointing qualified and independent auditors.

The Board of Directors:

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


Paolo Cantamessa
 Amministratore Delegato
 FAD ASSALI S.p.A.