

ANNEX ADIR-01G – ENVIRONMENT, ENERGY, HEALTH AND SAFETY, QUALITY,
SOCIAL RESPONSIBILITY

INTEGRATED SYSTEM POLICY

ACTION	ROLE/OFFICE	SIGNATURE	DATE
Drafting	RSGA RSPP RSGE RGQ	Badea Lavinia Muffolini Moreno Barezzani Carlo Razio Andrea	22/11/2023
Approval	DIG	Niboli Orlando Niboli Valeria Niboli Marilena	22/11/2023

VISION

We want to be an innovative company in the making of sustainable and quality products, through energy efficient processes, preserving environment and spreading a safety-first mentality at work, creating solid partnership with our customers and suppliers, supporting the growth of local territories and communities.

MISSION

AREA	TRANSVERSAL OBJECTIVES
LAWS AND STANDARDS	<ul style="list-style-type: none"> Ensure continuous compliance with applicable laws and freely subscribed standards in the environmental, energy, health and safety fields, while always guaranteeing respect for human and workers' rights, working conditions and environmental protection. Adhere to the voluntary standards ISO 14001: 2015, ISO 50001: 2018, ISO 45001: 2018, ISO 9001: 2015, IATF 16949: 2016 and the ASI standard, ensure compliance with the Organizational Model 231 and Code of Ethics and maintain compliance, as the tool chosen for the implementation of this Policy.
OBJECTIVES	<ul style="list-style-type: none"> Periodically and systematically define objectives that guide the continuous improvement of environmental, energy, health and safety and quality performance. Make the necessary information and resources available and plan, implement and control the actions necessary to achieve the objectives.
RISK ANALYSIS	<ul style="list-style-type: none"> From the analysis of the internal and external context, the risks and opportunities related to environmental, energy, health and safety and quality aspects are identified.
DIGITIZATION	<ul style="list-style-type: none"> Digitization and sharing of documents through the development of the ARXIVAR platform.
INTERNAL AND EXTERNAL STAKEHOLDERS	<ul style="list-style-type: none"> Ensure the involvement, participation, and co-responsibility of all interested parties (employees, collaborators, customers, suppliers, territory, public authorities ...) for the full sharing of the Policy and company objectives, for the development of a culture oriented towards environmental protection, health and safety, quality, reduction of energy consumption, maintenance and development of respectable, fair, inclusive, egalitarian and equal working conditions.



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AREA	TRANSVERSAL OBJECTIVES
	<ul style="list-style-type: none"> • Take into consideration the demands of trade unions and workers' representatives. • Cooperate with public authorities in managing possible emergency situations to minimize the impact on the environment and protect the surrounding community.
CUSTOMERS	<ul style="list-style-type: none"> • Increase customer satisfaction by increasing the performance of products and processes and the continuous monitoring of direct and indirect feedback.
TRAINING / AWARENESS	<ul style="list-style-type: none"> • Increase the level of competence, training and awareness of personnel and Suppliers; with a focus on environmental, energy, health and safety, quality and corporate social responsibility performance and compliance obligations.
CONTINUOUS IMPROVEMENT	<ul style="list-style-type: none"> • Pursue the continuous improvement of the Integrated Management System, to improve environmental, energy, health and safety, quality and corporate social responsibility performance.
SUPPLY CHAIN	<ul style="list-style-type: none"> • Maintain a high quality level of logistical activities for managing both incoming and outgoing information and material flows. • Ensure through an analysis of the programming process and stock the availability of material to constantly meet customer requirements. • Apply Lean logic in processes in order to reduce order lead-time. • Adapting the logistics system to the continuous evolution and demands of the market.

AREA	SPECIFIC OBJECTIVES
ENVIRONMENT	<ul style="list-style-type: none"> • Constantly analyze and evaluate environmental impacts: waste production, emissions into the atmosphere, water discharges, noise, not only in terms of legislative compliance, but also with a view to continuous improvement of environmental performance. • Support the conservation of natural resources with actions aimed at minimizing the consumption of energy, water, and materials. • Prioritize in the development of new products / processes the use of solutions that reduce environmental impacts from a Life Cycle Assessment perspective. • Continue the commitment to sustainability by publishing the first certified CSR report, obtaining ASI (Aluminum Stewardship Initiative) certification and start the LCA (Life-Cycle Assessment) assessment process on an automotive product.
ENERGY	<ul style="list-style-type: none"> • Improve the energy performance of its products and related production processes, eliminating waste through technological and managerial improvements and using the best technologies available in design activities. • Reduce the exploitation of fossil sources in favor of renewable sources. • When evaluating energy efficiency works, use a multiple benefit approach, extending the feasibility analysis to non-strictly energy aspects, with repercussions on risks, maintenance, productivity, safety, quality, environment, etc.



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AREA	SPECIFIC OBJECTIVES
SAFETY	<ul style="list-style-type: none">• Make every effort in organizational, operational, and technological terms to ensure safe and healthy working conditions for the prevention of work-related injuries and illnesses.• Conducting activities in full compliance with the protection of the health and safety of workers, using equipment, materials and means that comply with current legislation and are suitable for the activities to be performed.• Ensure the safety of the workplace, trying to eliminate dangers and reduce risks from the moment in which changes are planned and implemented in the working environment.• Promote health in the workplace by reducing disease risk factors (WHP).• Adopt the best methods of prevention, surveillance, and protection by developing and maintaining active control plans and systems, with the aim of preventing accidents and emergencies, work-related injuries and illnesses and promptly containing their impacts, protecting workers, the environment, and the surrounding community.• Prevent and correct any dangerous situation, promoting their reporting and systematically implementing the analysis of the causes and possible remedies.• Provide workers with appropriate information about health and safety hazards and appropriate and safe working practices, including the possibility of moving away from situations that represent a serious and immediate danger to their and others' safety.
QUALITY	<ul style="list-style-type: none">• Pursue the technological evolution of production plants and laboratories, to reduce waste and increase production efficiency.• Increase Research and Development in collaboration with customers, universities, and external collaborators.• Renew the product line (boilers, gas radiators, aluminum radiators, electric radiators, automotive aluminum structural castings) to place on the market products with new aesthetic, technical, and performance characteristics and in compliance with applicable mandatory requirements such as laws, European directives, and European regulations.• Increase activities from a Lean Office perspective to promote the streamlining of process flows.
SOCIAL RESPONSIBILITY	<ul style="list-style-type: none">• Respect freedom of association and the right to collective bargaining.• Combat all forms of discrimination and unequal treatment. Condemn discriminatory or violent attitudes based on gender, racial, ethnic, national or religious grounds.• Ensure respectful working conditions, do not use or support illegal child labour and forced labour.• Developing and protecting local communities.



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IT IS THEREFORE RESPONSIBILITY:

- of the General Management to ensure that this Policy and the related Management Systems are understood, implemented, and maintained at all levels of the Organization;
- of the employees at all levels to work towards the achievement of the aforementioned objectives;
- of third parties, who cooperate with the company, to act according to the principles of this Policy.

This Policy is communicated to all staff, collaborators of the Company, its Suppliers and Customers. It is available to anyone who requests it and is published on the website.

PRODUCTION SITES

Via Provinciale n. 49, Vobarno (BS)
Via Cerreto n. 40, Vobarno (BS)
Via Mocenigo n. 123/131, Vestone (BS)