

	WORK HEALTH AND SAFETY POLICY	Rev. 02
		06/02/2018

1. Scope and Field of Application

The **Work Health and Safety Policy** is a fundamental and essential reference for all participants in the working life and for all those who, outside the company, have relations with it.

The said Policy must show, also declining strategic objectives, the principles underlying every corporate action, in view of health, security and well-being of all participants in the working life. Everyone shall strictly comply with compared with their role and the responsibilities assumed in the company.

The policy document essentially indicates which “**mission**” the company has set concerning Work Health and Safety, taking into account the reasons which are at the base, the strong commitment of the top management in order to achieve the target required, the awareness of the expected results, the responsibilities which shall be taken.

The policy is the fundamental “*document*” of the Company as regards Work Health and Safety.

2. Company policy on health and safety at the workplace

The Company Management undertakes - by making available human, instrumental and economic resources – to pursue the objectives of continuous improvement as regards worker health and safety, as an integral part of its activity and as strategic commitment in relation with the most general aims of the company.

The Company makes this document available and disseminate it to all company personnel, (by posting it in all workplaces or in the website). The company undertakes so that:

- All workers are trained, prepared and informed to perform their duties in safety and to assume their responsibilities regarding their health and safety at work
- The arrangement and the spirit of improvement and prevention shall be continuous
- Provide the necessary human and instrumental resources
- The entire company participates, according to its own role and competence, to the achievement of the assigned safety objectives, in order that:
 - Workplaces, operational methods and organizational aspects are developed to safeguard the workers’ health, company’s assets, third parties and the community in which the company operates
 - Company risk-related information is disseminated to all workers; the training of the workers themselves is performed and updated with specific reference to the task performed
 - Emerging needs are met quickly, effectively and diligence during working activities
 - The cooperation between the different business resources is promoted and the involvement of and consultation with the workforce, including their safety representatives
 - All applicable laws and regulations are complied with, procedures are formulated and the identified company standards are observed
 - Company own activities are managed also with the aim of preventing accidents, injuries and occupational diseases
- The policy itself and the management system adopted shall be periodically reviewed
- Work health and safety objectives and the related implementation programs shall be defined and disseminated within the Company

The Management is convinced that the application of these principles is the basis for ensuring high rate of growth and a truly competitiveness in the market. Therefore, the Company intends to:

- Constantly check the working methods and the operating procedures in order to prevent accidents and non-conformities

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- Identify and pursue objectives of innovation and continuous improvement of work health and safety performance
- Implement and maintain a reliable and complete system in order to obtain the data which are necessary for the handling of the management system. Thus, on this basis implement a complete and reliable monitoring program.
- Promote the identification of the company through safety policy and the sharing of corporate objectives, promoting training, the awareness of the role of each worker within the company and the individual responsibility
- Increase staff training and awareness so that it performs the duties safely and it assumes the responsibility regarding work health and safety
- Ensure and develop effective two-ways communication system with all the staff and with the workers' representatives
- Pursue the achievement of the qualitative objectives on a basis of economically efficient conditions
- Develop and implement safety plans containing measures and procedures taken to prevent accident or emergency situations and to contain its effects
- Maintain an open dialogue with the suppliers engaging them to behave in a consistent way with this policy
- Perform checks, inspections and audits in order to identify and prevent any situations non-complying with management system requirements
- Develop and maintain open and collaborative relationship with the local authorities and with all the parties involved

The Management is committed to constantly verify health and safety management, through internal audit regarding workers' health and safety aspects. What above said shall comply with the applicable legislation and with BS OHSAS 18001:2007 standards, so that it is always relevant and appropriate with respect to the work activities performed by the company.

Work health and safety manual represents the formalization of the company commitment and the guide for the application of the management system.

Each year, on the occasion of the Management Review, this policy will be reviewed together with the entire system in order to verify the effectiveness and the need of any update. Moreover, the objectives and the programs for the following year shall be defined, and they will be communicated to company's personnel.

This policy and health and safety objectives of the company will be disseminated among all the personnel, also outside the company organization and to all who shall make request.