

Cavenago Brianza, April 20th, 2021

QUALITY, ENVIRONMENT AND SAFETY AT WORK POLICY

ORTEA Management strongly believes that ensuring the Customer's satisfaction as far as supplied products and provided service are concerned is the top priority for the Company. The path to follow to achieve that goes through product and process quality, technical reliability, timeliness in managing business relations, on-time deliveries and flexibility in acknowledging the Customer's requirements.

This commitment goes side by side with the awareness that it is necessary to comply with enforced rules, regulations, standards and applicable laws, but also by taking on the responsibility of operating respecting the environment and ensuring that the workplace conditions are safe and healthy.

To this purpose, the Management has implemented the feasible solutions by keeping under control the significant environmental impacts, by monitoring and reducing energy waste, by being careful about not generating environmental pollution and, last but not least, by setting forth means to avoid incidents and professional illnesses. The consolidation of the achieved results and the continuous improvement of the performance are implicit in the constant implementation of the fully integrated Quality, Environment and Safety Management System, currently active within the Organisation and compliant with the following Standards:

UNI EN ISO 9001:2015 UNI EN ISO 14001:2015 UNI EN ISO 45001:2018

The Management commits itself towards the promotion of the implementation of the Managing System and its integration in the company's processes.

In line with all of the above, the following issues must be considered as strategic objectives continuously monitored:

- Analysis of Company's operational context and stakeholders' (both internal and external) expectations.
- Identification of risks and opportunities in relation to all the Company's processes so that they can be managed aiming at reducing non-conform situations and exploiting improvement possibilities.
- Check on the suitability of the Company's processes for the general purpose of ensuring the Customer's satisfaction.
- Release of products and service able to obtain Customer's satisfaction, thus enabling a long lasting relationship based on trust, reliability and cooperation.
- Actions and communication that make the Customer perceive a positive image of Ortea.
- Improvement of internal efficiency by means of organised and standardised activities, professional growth and personnel motivation and involvement.
- Performance of all the activities necessary to ensure full conformity of the Integrated Managing System to enforced legislation and reference Standards.
- Limitation and minimization of 'non-Quality cost'.
- Attention towards the limitation of potential environmental pollution related to the production by means of responsible design, careful waste management, identification and control on the significant environmental impacts, respect of precise maintenance procedures and attention towards energy consumption.
- Promotion of personnel's awareness, participation and involvement in environmental and safety issues by distributing dedicated procedures and instructions and ensuring their comprehension.
- Whenever possible, implementation of technical and organizational solutions aimed at reducing (and possibly eliminating) personnel potential exposure to hazardous risks.
- Encouragement towards the detection of non-conform situations, potential improving actions, near-misses occurred and any other significant situation in terms of environment and safety at work in order to improve the System overall performance.

The issues listed above constitute a sort of guideline that, combined with the topics highlighted during the System Review, provides the General Management with the elements necessary to define more specific indicators and objectives, managed by means of dedicated documentation, and regularly monitored in order to follow their development.

The performance continuous improvement implies the involvement of the personnel at every level and the encouragement to provide for a contribution by communicating with the relevant Supervisors and the Integrated System Supervisor.

Responsibilities and relations within the Company even in terms of management of Quality, Environmental, Health and Safety issues in the Company are defined in the Company Chart.

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ORTEA SpA

