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# **INTEGRATED POLICY**

## **Quality - Environment - Safety**

Euroswitch contributes to the wellbeing of the community by implementing an environmental management policy to guarantee sustainable development and safeguard future generations. Euroswitch's **Integrated Policy** is based on a coherent set of principles to which all objectives, targets and actions must refer.

### **IMPROVEMENT OBJECTIVES**

Improvement objectives are established for the entire organisation in view of achieving customer satisfaction and improved process efficiency and effectiveness, safeguard the environment, and guarantee health and safety in the workplace.

Opportunities to reduce losses due to non-quality often guide improvement efforts. The goals are determined and updated in relation to context analysis, the stakeholders and the risks analysis and opportunities of the company.

### **GENERAL OBJECTIVES**

The various company departments must consider quality, safeguarding the environment, and guaranteeing health and safety in the workplace as essential for the success of the company.

The corporate image must be defended by improving the quality of both the products and the organisation as a whole. Compliance with the provisions of legislation on environmental and health and safety issues is guaranteed by accessing, identifying, evaluating and monitoring each new provision. Management is committed to implementing structural changes in view of achieving compliance of the production plant and business organisation.

Determining targets includes assessing costs associated with improvements in the services delivered. The following objectives have been identified and must be pursued constantly:

1. Achieve and maintain quality in the products in order to meet customer requirements with continuity.
2. Set up a process verification and monitor system to guarantee efficiency and effectiveness.
3. Provide customers with a guarantee that products comply with the agreed contract features, with documentary proof, if necessary.
4. Improve year by year the results of the environmental management of the company's activities and services in accordance with the Environmental Policy.
5. Prevent, eliminate and, if this is not possible, reduce pollution and the consumption of natural resources, using the best economically feasible technologies available.
6. Maintain the company's certification for its management system in accordance with the requirements of standard 45001:2018
7. Ongoing improvement in the involvement and participation of personnel in achieving the objectives of company policy, defined at various levels of the organisation
8. Adequately check health and safety risks resulting from our business operations
9. Focus on eliminating hazards and reduce risks to health and safety, thereby preventing accidents and occupational illness
10. Consult employees on issues that concern their health and safety.

The Management defines specific annual objectives on the basis of these general objectives, which are measurable through suitable indicators that enable the capture of data required to define improvement actions.

To achieve the aforementioned objectives, the individual responsibilities and awareness of every employee must always focus on health and safety in all company activities and projects.

The contents of this document apply to everyone working and/or collaborating with the organisation, therefore the Management requests and supports maximum participation and involvement, to ensure the effectiveness and ongoing improvement of the system.

The Management undertakes to ensure that objectives are commensurate with company capability, the technologies available and market trends, to ensure the ongoing improvement in health and safety conditions for workers and parties involved.

## COMMITMENTS

Management appoints a Head of the Quality Management System within the organisation, whose task it is to update the Integrated Manual. It also appoints a Head of the Environmental Management System, whose job it is to coordinate and update the Environmental Policy, and a Health and Safety Management System Manager.

All personnel must comply with the directives of the Quality/Environmental/Safety Manual, without deviation or exception.

In matters concerning the quality of the services, which must meet customer requirements and expectations, the decisions of the Quality, Environment and Health and Safety Manager cannot be opposed by any other corporate managers, with the exception of the Managing Director, and in this case only with full justification based on the specific applications or standards.

The persons in charge have the authority and freedom to identify problems, initiate corrective and preventive actions and solve problems once they have been identified.

They both have Management's full support in all questions concerning service quality and compliance with the environmental and health and safety requisites, respectively.

Management verifies application of the above by means of periodic assessments and annual audits in view of achieving continuous improvements.

The organisation's priority objectives include health and safety in the workplace. Employees are viewed as a principle strategic resource, and the company ensures their rights are protected and their health and safety guaranteed, by working to prevent accidents, incidents and occupational illness, and considering personal training and prevention as the most effective methods for reducing risk.

Health and safety requirements are observed not only to protect employees, but also external parties. In view of the above, the Management team is directly committed to:

- ensuring that business operations comply with health and safety legislation and any agreed codes of practice
- meeting the explicit and implicit requirements of the parties involved
- preventing and reducing the number of accidents and the onset of occupational illness in anyone working on company premises
- providing safe, healthy working conditions and premises
- reinforcing a safety culture and commitment, raising awareness of everybody's responsibility towards health and safety in the workplace
- promoting and encouraging participation and consultation with employees and their representatives
- ensuring that industrial processes are designed, implemented, managed and maintained to prioritise health and safety in the workplace



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- defining targets, planning and implementing actions set out in the workplace Health & Safety Management System
- regularly checking and continually improving the effectiveness and efficiency of the workplace Health & Safety Management System
- documenting, communicating and sharing methods used and results achieved
- collaborating with local health authorities (ATS), the fire brigade service, INAIL (national insurance institute for industrial accidents), supervisory bodies and organisations responsible for enforcing the relevant legislation.

#### **Environmental culture and professional growth**

The company develops a sense of environmental responsibility at all levels by achieving a knowledge of environmental aspects, with information, training and awareness programmes scaled to each person's commitment within the organisation.

#### **Communication of environmental principles**

The company promotes, both within and outside the organisation, the principles of its Environmental Policy and the associated results, in view of achieving transparency and open dialogue, and encourages a general commitment to avoid polluting.

## **TRAINING**

Ongoing training is essential for everyone. Training schedules are important for creating and maintaining the conditions required to improve quality, the environment and safety.

The company collaborates with all the parties involved and in accordance with the local government policies in order to encourage dialogue, transparency and joint participation, and to provide a contribution in proportion to each person's role and skills.

#### **Management of environmental impact**

- Monitor and, where possible, reduce atmospheric emissions from fixed and mobile sources.
- Monitor the production, storage, transportation and disposal of waste in view of reducing the quantity and degree of hazardousness.
- Analyse and optimise the consumption of energy and water.
- Manage and control the use and storage of hazardous substances to prevent injury and damage to the environment.
- Promote correct environmental behaviour by contractors and suppliers working on behalf of the company.

#### **New projects**

The company conducts preventive assessments of the environmental aspects of all design activities, where possible adopting solutions with the least environmental impact. The requirements of the applicable EU directives are complied with.

Management is committed to disseminating, implementing, maintaining and periodically reviewing this Integrated Policy based on evolution of the environmental, social, economic and institutional context.

Sale Marasino, 10 June 2021

The Employer

The Managing Director