

## ***Company policy*** Rev 2

The policy of the company Tecnofil S.p.a is intended to be, before being a working methodology, a form of thinking.

The company intends to pursue and implement: the quality of the product, the security and health of workers and the environment.

Tecnofil S.p.a has established, in the company guidelines, to consider the quality as a determinative element for their products. The policy that we have with the quality is the same that we have with the health of the workers and the respect of the environment.

Among the possible ways to achieve and maintain a high level of quality, safety and health, the company decided to adopt an Integrated Management System in accordance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI ISO 45001:2018.

The general goals of the policy for the health and safety of the company are:

- Maintaining certification of its management system according to the requirements of standard 45001:2018.
- Continually improving the involvement and participation of the staff in achieving the objectives of the company policy, defined at the various levels of the organization.
- Providing adequate controls of the risks arising from our health and safety activities.
- Make targeted efforts to eliminate hazards and reduce health and safety risks, thereby preventing occupational accidents and illnesses.
- Consult our employees on matters concerning their health and safety.

Thanks to these general goals, the management defines specific goals for the year that are measurable by specific indicators that make it possible to acquire the data necessary to define improvement actions.

To achieve these goals is necessary that all the workers are aware of being focus on the health and safety in every activity of the company.

What is defined in this document must be considered prescriptive for all those who work and/or collaborate with the organization, therefore the Management hopes and supports maximum participation and involvement in order to guarantee the effectiveness and continuous improvement of the system.

For its part, the management is committed to ensuring that the objectives are commensurate with the company's capabilities, in accordance with available technology and market logic, and such as to ensure a continuous improvement in the health and safety conditions of workers and stakeholders.

With these premises the management directly committed itself to:

- Ensure that our activities are made in conformity with the current legal provisions on health and safety in the workplace and with eventual subscribed practice codes.
- Incorporate the explicit and implicit needs of the parties concerned.
- Prevent and reduce accidents and the occurrence of occupational diseases among those working in our workplaces.
- Provide safe and healthy workplaces and working conditions.
- Strengthen the culture and commitment by creating awareness of everyone's responsibilities on Health and Safety issues in the workplace.
- Promote and encourage the participation and consultation of workers and their representatives.
- Ensure that industrial processes are designed, implemented, directed and maintained with occupational health and safety as a priority.
- Define the goals, plan and execute the activities of the Occupational Health and Safety Management System.
- Track, communicate and share the methods and the result that are used.
- Work with the Health Protection Agencies (ATS), the National Fire Brigade, INAIL and all the institutions that have the responsibility to enforce regulations.

In this context:

- The system of management represents an informal frame of reference of a style of work that has as goals the attention, the satisfaction of the client and the deep respect for the person for his or her professionalism and the respect of the work environment.
- The methodology of work is focus on the satisfaction of the client.
- Through the clear identification of requirements, the logic PDCA (Plan – Do- Check- Act) needs to be applied on every process from the creation until the organization of the products for the client.
- Both parties are asked to commit to making the system more and more effective, in the belief that an IMS that is “born “from the bottom.
- It is very important that everyone is aware of the need to apply a continuous improvement logic in every levels.
- The activities of the IMS review must be constructive moments, to identify possibilities for improvement and to verify the actual suitability of the system to the organization’s needs. Objectives are identified during the IMS review and communicated to the organization.
- The strategic framework defined aims first and foremost to achieve conformity of manufactured products, improving their technology, decreasing defects, increasing the performance of finished products and improving after-sales service.

Gottolengo, 18/05/2020