

I-IS-01247 – Politica aziendale / Organization policy

This document establishes the policy and the principles with which CHIBRO S.r.l. top management runs the organization business processes.

To compete successfully, we aim for continuous improvement in the management of our organization in all company fields (Quality, Health and Safety of our workers, Environment and Energy), integrating all the sustainability principles in all our activities.

We are committed to providing all the necessary resources (people, infrastructure, work environment, measuring and monitoring instruments) to implement and maintain an integrated management system for Quality, Environment and workers' Health and Safety, respecting the requirements of ISO_9001, ISO_14001 and ISO_45001 standards.

As top management, we make our leadership available to manage the Integrated System, promoting the involvement of all company functions.

We aim to develop our business through:

- organization;
- professional training and the commitment to ensure that workers are made aware and trained in compliance with the aspects concerning the Management System and to ensure that the policy is understood, implemented and supported by everyone;
- the achievement of our image on the international market;
- the research and the development of new markets, new products and new manufacturing technologies;
- the respect of the currents regulations as far as it concerns processes and products and the cooperation with the competent supervising authorities;
- our commitment to consider the environment, the workers' health and safety, energy and the relative results as integral part of the business management;
- our commitment to define and broadcast our company policy, our company goals and the relative realization plan.

We are aware that these goals can be reached only with the participation, the determination and the involvement of the whole organization and, for this purpose, we appeal to everybody's sense of responsibility.

The responsibility of the correct management in the "company system" concerns the whole organization, from top management till every single worker, according to their own duties and skills.

The involvement and the satisfaction of our employees are a competitive edge for our company: everybody's contribution is essential to lead the whole organization to success. Only in this way our company will succeed in winning the comparison with other entities, staying/ remaining on the market and creating new projects for the future in order to offer stability and balance to our workers and to the whole community, both from a social and economic point of view.

We plan our processes through a risk-based thinking (RBT) approach in order to implement the most suitable actions for:

- evaluate and manage risks associated with processes;
- exploit and strengthen the opportunities identified.

This is possible because of the promotion of a proactivity sense in managing the organization's risks.

QUALITY management and customer satisfaction are our main competitive edges

- we continuously chase for the customer satisfaction both for the product quality and service point of view;
- we consider the customer in a wide commercial, geographical and social context and we relate to it by providing products, services and skills respecting the typical expectations of the different areas of the world;
- we do our best in order to fulfill the market requirements developing new projects, also with customers cooperation;
- we carry out a careful analysis to choose the network of internal and external collaborators in order to undertake lasting relationships;
- we involve suppliers and customers in business improvement plans and in the know-how exchange;
- we aim at continuous improvement and we are committed to nonconforming prevention;
- our certified products are continuously updated according to the appropriate standards and requirements.

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ENVIRONMENT protection is a main principle for us

- we do our best in order to develop a long term sustainable business that guarantees environment protection;
- we put into practice every effort in organizational, operational and technological terms for the prevention of water, air and soil pollution, controlling the production of emissions, greenhouse gases and waste;
- we are committed to reducing the impact of the significant environmental aspects of our activities, considering, where practicable, a life cycle perspective of our products.

HEALTH and SAFETY of people who work with us and who use our products is an absolute requirement for us

- we provide safe and healthy working conditions and develop measures to prevent accidents and occupational diseases;
- we identify all the hazards present in the workplace and evaluate the related risks;
- we aim to eliminate the hazards for people health and safety, in relation to the knowledge acquired on the basis of technical progress and, where this is not possible, to reduce the risks;
- we replace what is dangerous with what is not, or is less dangerous, by assessing the residual risks;
- we apply the ergonomic principles in the concept of work organization, in the planning and in the choice of the equipments and in defining the working method to reduce as much as possible efforts and monotony;
- we work in order to obtain a continuous improvement of work conditions (floor cooling and heating system in every departments);
- we provide collective protection measures, integrating them, where residual risks remain, with suitable individual protection measures;
- we do our best to minimize the number of workers exposed to hazards;
- we address health control to the specificity of each type and level of risk;
- we pay attention to the correct application of hygienic measures;
- we define and organize all the emergency measures to be taken in the event of first aid, fire fighting, workers' emergency evacuation in case of serious and immediate hazard, also defining the possible preventions;
- we are committed to consulting workers and their representatives, stimulating their participation in the management processes of occupational health and safety.

We are committed to spreading and developing a culture of rational use of ENERGY

- for our energy needs we evaluate the possibility of adopting new technologies, with an higher efficiency and a lower environmental impact and that also exploit renewable sources;
- we are committed to monitoring and containing energy consumption;
- we pay specific attention to reducing energy consumption by ensuring periodic maintenance activities and planning the purchase of energy-efficient systems and machinery.

ETHICS means to struggle towards social sustainability and to pay attention to the expectations of people involved. Our code of ethics is described in document I-IS-00990.



Mario Bonomi (General manager)

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