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Ciommecalabria Srl is aware that, in the current socio-economic context, there are many variables that contribute to the success of a company, which allow its growth and support its development over time.

The Management considers it essential to implement and constantly promote actions aimed at raising awareness among all stakeholders towards responsible conduct of their activities, to ensure safety conditions at work, protect health and safeguard the environment.

The Management's commitment, formalised in this Policy, is pursued through the application of an Integrated Management System that identifies and synergistically integrates the significant aspects of all systems to ensure maximum effectiveness and efficiency of processes, activities and resources.

Ciommecalabria S.r.l. is committed to supporting the vision and mission in compliance with the company's values and pursuing the full satisfaction of the needs and expectations of all parties interested in its activities, through the adoption of an Integrated Policy for Quality, Safety and the Environment that is appropriate to the purposes and context in which it operates, that constitutes a point of reference for determining its strategic objectives in the short and medium term, that complies with the applicable mandatory and voluntary requirements and that is aimed at the continuous improvement of its performance. In particular, to develop an Integrated Management System, Ciommecalabria S.r.l. is committed to pursuing the following strategic objectives:

for Quality

- develop the ability to monitor its production processes on a daily basis, increasing internal audit activities, to ensure compliance with the required standards, compliance with requirements, repeatability of processes over time, better system performance and the application of corrective actions in a short time;
- implement appropriate actions to address risks and opportunities arising from the context in which the Organization operates and periodically understanding and reviewing the needs and expectations of stakeholders relevant to the Quality Management System;
- Investing in the development of new technological solutions;
- promote the continuous improvement of product and process quality standards and in the maintenance of the Quality Management System, according to the UNI EN ISO 9001:2015 standards;
- develop its business ability to respond and anticipate the needs and expectations of its customers, managing complaints and proposing initiatives to monitor and increase their degree of satisfaction;
- comply with and apply all applicable mandatory and voluntary laws and regulations relating to the sectors and markets of activity of the Organization, with particular attention to activities to ensure compliance with the requirements of the applicable standards, and keep constantly updated on the applicable regulations;
- collaborate with its suppliers to guarantee its customers the best product achievable, promoting the development of their performance through performance monitoring;
- promote the development of the skills of its human resources through targeted training plans and the definition of specific objectives, consistent with the company's strategic objectives;



- to proceed in the search for new market sectors, in the development and industrialization of innovative products and for new applications;
- optimize business costs in the best possible way to ensure an offer that is always competitive with respect to the market, aiming at a constant reduction in the cost of non-quality;
- activate increasingly developed communication channels with its customers to facilitate the exchange of information relating to quality requirements, assess their satisfaction, to activate assistance and technically manage all possible causes of non-compliance;
- constantly engage in a continuous process of dialogue and involvement with stakeholders to understand their expectations and expectations to increase their satisfaction;
- Guarantee the security of IT data, both corporate and stakeholders, through recognized standardized procedures (Penetration tests, daily backups, Vulnerability tests).

for Safety

- maintain an active Management System that complies with the requirements of the UNI ISO 45001:2018 standard;
- ensure safe and healthy workplaces for the prevention of work-related illnesses and injuries;
- strictly comply with all current legislation in the field of health and safety at work and the requirements of all Interested Parties;
- eliminate, where possible, hazards and prevent/reduce risks to health and safety in the workplace;
- ensure the consultation of workers and their active participation in the activities to improve the safety and health of workers and all interested parties;
- promote continuous dialogue with internal and external stakeholders to eliminate conflicts or misunderstandings, promoting the involvement, participation and awareness of workers and suppliers on health and safety protection issues;
- pursue the continuous improvement of the level of health and safety at work through the implementation of an annual improvement program, within which the general objectives are from time to time objectified in goals that can be achieved over time (S.M.A.R.T.);
- continuously improve the awareness, competence and involvement of personnel and all interested parties with strict reference to safety management by affirming the principle that the responsibility of the Safety Management System concerns all employees, each for their own responsibilities and skills;
- raise awareness and train its employees and all interested parties (including suppliers) on safety issues, to allow them to operate with full knowledge of the potential risks associated with work activities;
- implement adequate control and audit procedures of its Safety Management System to monitor the achievement of health and safety improvement objectives;
- to favour suppliers who act with a view to continuous improvement of the safety of the products and services provided.

for the Environment

- comply with the mandatory environmental rules, laws and regulations applicable to the company, as well as the rules that the company has voluntarily decided to sign in the same field;
- maintain an active Environmental Management System according to the UNI EN ISO 14001:2015 standard;



- ensure the continuous improvement of its environmental performance through the adoption of action programmes and control tools on the main environmental aspects of the site;
- promote continuous dialogue with internal and external stakeholders to eliminate conflicts or misunderstandings, promoting the involvement, participation and awareness of workers and suppliers on environmental issues;
- adopt provisions to prevent or minimize the production of polluting emissions/waste and optimize resource management, aligning with the objectives set out in the 2030 Agenda regarding the reduction of greenhouse gas emissions (Scope 1, 2 and 3).
- improve control systems for emissions into the atmosphere, water discharges, noise emissions;
- subject the procedures in place to continuous audits to verify compliance with the requirements prescribed in the Integrated Management System Manual and illustrated in the Procedures and Operating Instructions;
- promote and implement staff training/education programs at all levels to optimize the growth process of human resources, considered as critical resources for the improvement of company environmental conditions and increase staff awareness in cases of emergency;
- prepare effective procedures, to prevent environmental accidents, and if they occur, for their correct management to minimize damage.

Ciemmecalabria S.r.l. undertakes, with this document, to put in place all the measures and resources necessary to pursue these general principles, in line with the orientation towards the continuous improvement of company performance. It also undertakes to maintain these general principles over time, periodically reviewing their contents to adapt them to the context in which the Organization operates.

Cazzago San Martino (BS), 21/05/2025

Chief Executive Officer – E. Calabria