



INTEGRATED POLICY

QUALITY - ENVIRONMENT - SAFETY

PRIMA Industries S.r.l., in full compliance with laws and regulations in force, is committed to responsible industrial manufacturing, using methods that guarantee the quality of products sold, total respect for the environment and the safety of all workers employed in the plant, as well as that of visitors, at all times and in any circumstances. PRIMA Industries also ensures that any negative impact on either the environment or safety is eliminated or reduced to the minimum level technically and economically possible. While, naturally, pushing to increase the company's competitiveness and increasing the level of customer satisfaction, the management is committed to identifying and managing risks, after identification of the relevant stakeholders, requirements and the company's needs.

To this end, PRIMA Industries has developed its own integrated management system for quality, environment and safety and sets itself goals for continuous improvement that are consistent with company activities and business.

PRINCIPLES

The organisation is fully aware that a responsible economic strategy, focusing on environmental, quality and safety issues arising from its operations, is fundamental for its success and the satisfaction of its customers within the context identified.

Through the implementation of its Integrated Quality - Environment - Safety System in accordance with the standards of reference (UNI EN ISO 9001:2015 – UNI EN ISO 14001:2015 – UNI EN ISO 45001:2018), Prima Industries S.r.l. intends to converge and concentrate its energies, professionalism and technological innovation to enable it to effectively promote its image as an organisation of excellence, in the awareness that its know-how and its employees and associates are its biggest asset.

The Management therefore draws up the Integrated Policy and focuses on the following issues within the field of application of its Management System:

- Ensuring the adequacy and uniformity of the entire PRIMA Industries S.r.l. organisation with regard to quality, environmental and occupational health and safety aspects;
- Engaging and constantly training its staff to deliver high quality with appropriate resources in accordance with the relevant regulatory framework;
- Publishing the Integrated Quality Policy and disseminating it to all stakeholders via the company website;
- Regulatory compliance;
- Provision of suitable human, technological, organisational and financial resources;
- Guaranteeing a commitment to continual improvement in pollution prevention and occupational health and safety;
- Periodically reviewing the position with regard to the objectives set through to their final achievement, and setting fresh objectives for subsequent periods;
- Maintenance of the policy's relevance in response to any events which modify the nature of the company itself.

At PRIMA Industries S.r.l., we believe that management of the integrated system is the responsibility of the entire company, from directors down to individual employees, each with his/her share of this responsibility. We are committed to considering our Policy and the results achieved as an integral part of the management of the business, and as a point of reference for identifying the goals and milestones that we strive to reach, and around which specific interventions/improvement programmes are planned. This can only succeed if we view ongoing improvements in quality, safety and environmental protection as a "strategic" goal for our company. All workers, without exception, must strive to pursue this goal.

With regard to **Quality**, the company is committed to optimising its direct and indirect operations to guarantee customers reliability and quality, in accordance with the specifications required, the compulsory standards, and the customer's demands and expectations, aiming in particular to:

- Grow customer loyalty (by constantly improving its competitiveness and profitability, keeping a close eye on market trends and responding fast with innovative solutions, focusing attention on innovation and partnership, and monitoring customer satisfaction);
- Grow the loyalty of suppliers and monitor their performance;
- Reduce nonconformities, complaints, delays, etc.;
- Reduce general overheads by considering alternative proposals which do not impinge on the company's occupational health and safety policy (Use processes as a tool for improvement, to deliver continuous company growth in a framework of collaboration, enthusiasm, mutual respect and professional growth; Use training, information and communication as a means to develop employee potential, ensuring that individual talents are used to the full; Perform professional, impartial, accurate reviews of the objectives set, using the data to pursue continual improvement in results and performances).

The company is committed to protecting the **Environment** in line with EU environmental policies, sourcing available, economically feasible technologies and methods, implementing the most effective management practices and aiming for continual improvement of efficiency and the environmental energy footprint, working in particular to:

- Save energy where possible;
- Reduce the waste produced, and cut down on packaging where possible, both internally and on the part of suppliers;
- Reduce the correlated effects, both within the organisation and in the surrounding environment;
- Comply with the relevant regulatory framework;
- Provide transparent reporting of the company's environmental performance to the local community and customers in order to consolidate stakeholder trust.

The commitment with regard to **Occupational Health and Safety** is to maintain a high level of attention to compliance with the regulations in force, ensuring that:

- Every worker is motivated to develop their professional skills and role responsibilities, and committed to compliance with health and safety procedures, through the promotion of a culture of safety and the awareness of its importance;
- Adequate resources to fund education, information and training are guaranteed;
- Health and safety levels, workplace ergonomics and workers' mental and physical wellbeing are constantly monitored to ensure their high quality;
- Supervision is implemented throughout the organisation to prevent discrimination, mental abuse, harassment, threats or marginalisation which would undermine the conditions and motivations required for co-operation within the company;
- Lines of contact are established with new or historic suppliers to monitor any discrepancies, and transparent, collaborative relationships are maintained with public authorities, employees and the local community;
- Appropriate procedures are adopted and maintained for the management of any emergencies so as to minimise any resulting damage;
- Performances are monitored and reviewed, with implementation of improvement measures where necessary.

RESOURCES

The Management of PRIMA Industries S.r.l. undertakes to provide all the financial, human, technical and infrastructure resources needed to achieve its set goals. These resources, where lacking or requiring improvement, are identified and quantified annually by the Management Review. The Management also avails of the MINUTES of the MANAGEMENT REVIEW and the IMPROVEMENT PLAN to monitor all activities.

Correggio, 20 February 2019

The Chairman
SILVIO ALBERTI