

We at ALMAG SPA have drawn up this **QEHSEn** policy to express and share our commitment to product quality, environment, **energy**, occupational health and safety. To this end, we at Almag Spa ensure that:



- Compliance with all applicable laws and with the agreements undertaken between the Company and third parties on the subject of quality, environment, **energy**, occupational health and safety is a mandatory minimum requirement.
- The whole company organization is responsible for managing product quality, health and safety in the workplace, environment and **energy**, from the top management to every single worker, each one with his/her own duties and competences.
- The impact of every single activity, product and service is evaluated at all company levels in order to manage the environmental aspects, the possible impacts on the quality of products/services, on the **energy performance** and on the health and safety of workers, adopting a preventive approach.
- We are committed to consider health and safety in the workplace, environment and **energy**, and their related results, as an integral part of our business management and growth process.
- We are committed to ensure compliance with the quality standards as set in our contractual agreements, so that we can achieve full customer satisfaction.
- We pursue the constant improvement of workers health and safety conditions, environmental protection and **energy performance**, as well as pollution prevention by promoting an efficient use of natural resources, with a particular attention to the rational management of water and energy resources.
- We pursue the constant improvement of the quality of our products and production processes, by increasing the level of control and reducing the costs related to non-conformity, in order to consolidate the company's image in terms of quality, service and delivery times.
- The Company strongly believes that every customer complaint, accident or occupational disease can be avoided and it is fully committed to their constant reduction in terms of frequency and severity.
- **The Company is actively committed to eliminate hazards and reduce risks; to replace materials, processes, operations or equipment with less dangerous alternatives; to implement technical checks and work reorganizations; to use administrative controls, training included; to provide and ensure the use of adequate personal protective equipment.**
- We are committed to control and, where feasible, reduce our emissions into air, water and soil; achieve further reductions of waste production and more efficient waste management by privileging recovery and reuse against disposal; take steps to limit the effects of industrial activities on climate change; promote the protection of biodiversity and ecosystems.
- We make available the human, budgetary and technical resources necessary to safeguard the health and safety of workers, to protect the environment, to improve product quality and to **optimize energy performance**, investing in research, development and innovation to develop processes, products and services which have increasingly reduced environmental impacts as well as to use the best available techniques.
- We have taken all measures to ensure safe and healthy working conditions, so that all employees are adequately informed and prepared to implement this policy in their daily activities.
- **We support the purchase of energy efficient products and services that may have a positive impact on our energy performance.**
- **We promote projects aimed at improving our energy performance.**
- We seek the involvement and participation of employees on the issues related to quality, occupational health and safety, and environment, enhancing the role of workers' representatives and committing to carefully assess any suggestion, observation or complaint expressed by our employees.
- We keep and promote transparent and constructive relations with all our stakeholders (customers, supervisory bodies, public authorities, ...).
- We promote information, awareness-raising and training activities in order to engage the whole organization in the actualization of our policies, reporting outcomes and achievements related to quality, environment, occupational health and safety, and **energy**, as well as their implementation protocols.
- We regularly review this document and the related management system in order to keep them constantly efficient and effective over time.

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(Presidente)

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