

VERSION N° 1	DEL 01.10.2019	ISSUED BY: RSI	APPROVED BY: DG	PAGE 1 OF 1
		<b>QUALITY, ENVIRONMENTAL, HEALTH and SAFETY and ETHICAL INTEGRATED POLICY</b>		<b>MOG-POLSGI</b>

## Corporate policy:

The Organization's commitment concerning all interested subjects is synthetized within the Quality, Environmental, Ethical and Safety Integrated Policy.

The corporate policy is defined by the Direction, coherently with its strategic choices, and then disclosed to the full company staff and all interested parties (suppliers, associations).

The policy is disclosed:

- internally, via training and information both during staff induction and on a periodic basis;
- externally, via publication on the company website or specific e-mails.

Concerning the Quality, Environmental, Ethical and Safety Integrated Policy, the Direction is committed to application and maintenance of the SGI, and in all operations to further develop it for the purpose of ongoing improvement.

In particular, this is highlighted in:

- the definition of context analysis and of associated risks for the Quality, Environment, Ethics and Safety systems;
- the periodic definition of goals for the four voluntary standards the company has applied;
- the periodic Direction Re-examination, aimed at monitoring the achievement of previously set goals and at analyzing satisfaction levels among clients and all parties involved.

The Direction believes the following actions are critical for compliance with the contents of the policies and for achievement of its goals:

- involving, motivating and valorizing its human resources by disclosing the corporate policy and goals, using the SGI as a tool and ensuring necessary training and updates in work sites.
- identifying weaknesses in corporate processes pertaining to the supply of client services, for the purpose of monitoring and managing these aspects;
- identifying process indicators in order to assess processes and set concrete and measurable goals;
- defining initiatives aimed at ongoing improvement, to be monitored via the definition of indicators and goals;
- periodically checking supplier performance levels, both in terms of supply quality and with regards to compliance with contractual requisites;
- monitoring of injuries and professional illnesses, for the purpose of ensuring that operations are managed to prevent and eliminate these occurrences as much as possible, including the activation of specific internal communication channels known and used by the staff;
- basing its policy on the principles set out in SA 8000, considering its staff a key strategic resource for corporate growth, ensuring protection of fundamental rights of workers, as formalized in work contracts, and striving to guarantee their professional development and satisfaction;
- ensuring compliance with Environmental and Health and Safety laws, thanks to the identification and observance of conformity obligations;
- promoting activities aimed at energy saving, waste separation and protection of the environment;
- supporting the design and purchase of energy-efficient products and services aimed at improving energy consumption levels;
- documenting and communicating goals and targets at every level of the organization.

Porto Marghera 01.10.2019

The Direction: Gianni Schiavon