

INTEGRATED POLICY: Quality, Environment, Safety and Social Responsibility

In accordance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and SA8000:2014

Cassiooli Srl has implemented an integrated management system in terms of Quality, Environment, Safety and Social Responsibility, Consistent with this path, Cassiooli Srl respects quality principles, to ensure:

- the Customer, in terms of reliability of the service offered and of the product supplied;
- the collaborators, in terms of reliability and integrity of the company in which they operate;
- the Management, in terms of internal processes control: times and methods of the products realization.

Through the development of the integrated management system, the Management aims to:

- satisfy the requests and expectations of the Customers;
- define and document internal processes assessing risks, opportunities and possibility for improvement;
- define and document operating methods, that allow to reach due levels of efficiency and effectiveness;
- improve the technical skills of the company's collaborators;
- comply with national regulations on public procurement;
- ensure high quality and speed of execution of the plants;
- reduce costs and increase productivity, by analyzing inefficiencies;
- ensure compliance of the products supplied with all relevant laws and standards.

The Management intends to implement this Policy with measurable objectives and therefore undertakes to:

- define specific and measurable objectives and disclose to the subjects involved by suitable information;
- monitor the objectives defined through periodic reviews;
- provide human, economic, technical and logistical resources, necessary to achieve the objectives;
- support the integrated management system carrying out periodic meetings with company collaborators.

The Management considers as a priority the satisfaction of Customers, to which constantly pays attention, in order to respect its expectations and increase its approval.

The Management promotes the culture of quality and supports the organization's commitment to meet all the requirements of the integrated management system, to continuously improve its effectiveness and manage knowledge, encouraging the involvement of all human resources, enhancing their personal skills and training and awareness of one's role in the organization's processes.

All collaborators are required to give their convinced and constructive contribution to the project success, respecting the principles contained in the Policy and actively proposing hypotheses for improvement.

The Management intends to continue in data management process and in their timely analysis, aware that: MEASURING IS THE KEY. IF YOU DO NOT MEASURE IT, YOU CANNOT KEEP IT UNDER CONTROL.

IF YOU DO NOT CONTROL IT, YOU CANNOT MANAGE IT. IF IT IS NOT MANAGED, IT CANNOT BE IMPROVED.

The commitments of the integrated management system are transformed into annual plans of OBJECTIVES, TARGETS AND MEASURABLE INDICATORS, according to the needs of the Customers, and in compliance with the mandatory requirements for organization's objectives, assigned to the relevant levels of the company.

MANAGEMENT COMMITMENT	FACTOR THAT WORKS AS A LEVER
Product suitability and conformity, with respect to the requirements	Compliance of internal processes and realized products, in relation to: <ul style="list-style-type: none"> • the European Union Directives applicable to fabricated products, the services provided, the materials and components used; • the explicit needs and expectations of the Customers.
Tendency to the service	<ul style="list-style-type: none"> • Effectiveness of internal communication flows in order to minimize the process <i>lead-times</i>; • Management of assistance and maintenance interventions.
Internal efficiency	<ul style="list-style-type: none"> • Productivity; • Materials management.
Spread of the culture of quality within the organization	<ul style="list-style-type: none"> • Training of employees; • Implementation of the integrated management system.

The Management undertakes to comply with Essential Safety requirements RESS, applicable to products and also to make available resources and means, proper to objectives and targets set, in terms of the skills, equipment, information, economic and financial resources, and check their adequacy.

Cassiooli Srl considers as a key element of its business strategy:

- the protection of the environment and of health and safety at work for the employees;
- respect for ethical principles and social responsibility;
- compliance with the relevant legislative provisions;
- the reduction of accidents and prevention of occupational diseases;
- the continuous improvement of company performance in environmental matters, social responsibility and occupational health and safety.

The Management works with the maximum effort to improve the company performance, prevent or reduce the environmental impacts related to its activities, prevent or reduce accidents and occupational diseases through coordinated management of production activities and constant checking of processes and activities connected in any way with the environment and with health and safety in the workplace.

For this purpose, a continuous activity of involvement, training and updating of the personnel, at all levels, is planned and implemented, and in particular of who are engaged in activities related to the environment and the pollution prevention, and in activities related to the health and safety in the workplace.

All company employees are directly involved in:

- ensure compliance with all the current mandatory legislation, with the environmental regulations applicable to the activities of the company and with all other requirements that Cassiooli Srl subscribes, in relation to its health and safety risks in the workplace;
- guarantee the adequacy of the own Integrated Policy, to the expectations of the interested parties;
- regularly detect and check the environmental aspects (direct and indirect) of the own activities and the consequent changes on environment with particular reference to waste, water discharges, consumption of energy and natural resources, and the development of products with eco-compatibility requirements;
- regularly detect and check the aspects of health and safety in workplace related to the own activities, with particular reference to installation and testing of systems inside the factory and at the Customers, to the compliance of systems and work equipment in use, and training and awareness of employees regarding the aspects of health and safety in the workplace;
- assess in advance, prevent and reduce all possible environmental impacts, and possible impacts on the risks to the health and safety at work, resulting from new activities and emergency situations;
- develop, implement, review and improve the own integrated management system;
- design and implement the management programs, to achieve the objectives and targets identified, aimed at the continuous performance improvement for environment and for health and safety at work;
- promote the involvement, the information, the training and updating regarding environmental matters, of employees, suppliers and all external bodies;
- promote consultation and participation, in the field of health and safety at work, for employees and for the Workers' Representative for Safety;
- maintain open and constructive relationships with the Public Administration and relevant Communities, and with all individuals who have a legitimate interest in the company's environmental performance and on the guarantee of compliance with the principles of social responsibility.

Cassiooli Srl also pursues the aim of distinguishing itself on the market as an excellent operator in the field of Social Responsibility, because it has among its primary values the promotion of the values of loyalty, fairness and respect, both within its own reality and towards stakeholders. This means first of all:

- Ensure respect for the rights of its employees by promoting their professional and personal growth;
- Involve its suppliers not only in carrying out company activities but also and above all in compliance with the principles of Social Responsibility;
- Working for the satisfaction of its customers also in relation to Social Responsibility.

To this end, Cassiooli Srl is committed to:

- Ensure compliance with all national and international regulations on Social Responsibility;
- Ensure the constant monitoring and improvement of the principles of Social Responsibility by defining, as part of the management review, the specific improvement objectives and verifying their achievement by means of the preparation of an annual report;
- Raise awareness of all parties involved (personnel, suppliers, sub-contractors and customers) on the issues of Social Responsibility;
- Publicize and make available Social Responsibility policies and reporting.

Cassiole Srl ensures that Social Responsibility principles are also followed by suppliers in the Supply Chain. To this end, both the internal work environment and the entire Supply Chain ensure compliance with all the qualifications required in the field of Social Responsibility.

In particular, Cassiole Srl undertakes to:

- Refuse the use of Child Labour, or not resort to or support the use of Child Labour, in compliance with the provisions of current legislation, the relevant ILO Conventions and the International Convention on the Rights of the Child;
- Refusing the use of Forced and Compulsory Labour: i.e. not resorting to or giving support to the use of forced and compulsory labour, condemning any form of modern slavery and prohibiting the use of the non-voluntary work also due to threats or debts;
- Protect the health and safety of workers and their well-being, or ensure a healthy and safe workplace, by adopting the appropriate measures to protect the well-being of workers and prevent accidents and damage to the health of them during their commitment inside the Company;
- Respect the right of trade union freedom and collective bargaining, or respect and protect the freedom of workers to associate, not hinder their membership in the trade union organizations and promote collective bargaining;
- Respect the right to a living wage and suitable working hours, or to respect the laws in force regarding working hours, rest and holidays, ensuring a decent and sufficient wage;
- Respect the principles of dignity, equality and non-discrimination, or prohibit any form of discrimination, based on the age, ethnic origin, nationality, political and trade union opinions, religious beliefs, sexual orientation, identity of gender, physical and mental disabilities and any other personal characteristics not related to the professional sphere;
- Prohibit improper disciplinary practices, or prohibit the use of any form of corporal punishment or physical and mental coercion, including verbal abuse and any further offense against the dignity of persons;
- Progressively implement a Social Responsibility management system, in order to further oversee Social Responsibility issues, promoting continuous improvement processes powered from the risk assessment and mitigation.

The organization is committed to spread the own Policy, to make it publicly available outwards, disclose it to all employees, and to those who work on behalf of the organization and to the interested external parties.

The Management, in order to facilitate its spread and understanding, illustrates the Policy to the Managers, who in turn promote the awareness of the role of the individual, in achieving all the objectives.

The Policy is brought to the attention of all employees, by hanging it inside the company premises.

The Policy is periodically reviewed by the governing body, on the occasion of the Management Review, and of changes occurred to the integrated management system, based on importance of environmental and health and safety aspects and of the principles of social responsibility, on all applicable legislative provisions and on reports of interested parties, internal and external, in order to ascertain its continuing suitability and, if necessary, is corrected.

Cassiole Srl also encourages the conscious use of open communication channels for sending reports in good faith regarding alleged or ascertained violation of the provisions on Social Responsibility through dedicated channels. It is also possible to contact the Social Performance Team using e-mail address:

SA8000@cassiole.com

Cassiole Srl undertakes to treat all reports received with confidentiality, discretion and without any form of retaliation, without prejudice to legal obligations.

Torrita di Siena (SI), 09/22/2022

The Management

Carlo Cassiole

