
**QUALITY, ENVIRONMENT, HEALTH AND SAFETY AT WORK
AND SOCIAL RESPONSIBILITY POLICY**

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Prepared by: **QLT / HRO-HSE**

		DATE	SIGNATURE
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Document History

ED.	DATE	PREPARED	APPROVED	ISSUED	MAIN CHANGES
1.0	16/06/2020	QLT HRO-HSE	P. Minciacchi	S. Tomassi	Replaces the previous Company Policy

Introduction

The corporate policy is aimed at obtaining the widest involvement of workers and, in general, of all parties concerned, at obtaining the improvement of the performance of its Integrated Management System (Quality, Environment, Health, Safety and Social Responsibility), consistently with the economic and financial resources provided by the shareholders.

E-GEOS S.p.A. has taken measures to integrate its first Quality Management System with others that have subsequently taken over, up to the current integrated system thanks to the new ISO High Level Structure (HLS) standards structure.

The Company has analysed the context within which it works, and sets objectives aimed at improving the results expected from its Integrated Management System.

All workers of e-GEOS S.p.A. are required to comply with the above principles. The sense of responsibility, the behaviour and the attitudes taken over towards the correct management of Company problems are an integral part of the mission of each of them and of this Integrated Policy.

This Policy is disclosed to all employees and collaborators of the Organization, to its suppliers and to its Customers.

The Company undertakes to carry out its activities according to the principles set out below.

Quality Policy

Guaranteeing levels of Quality excellence is for e-GEOS S.p.A. a commitment and a responsibility both towards those who lend their business within the Company and towards external stakeholders.

To this end, e-GEOS undertakes to:

- ✚ adopt and maintain an effective Quality Management System in the processes, products, services of the context in which it works, in compliance with the requirements of the applicable regulations;
- ✚ focus operations on meeting the Customer's requirements and on the commitment to exceed their expectations, accompanied by compliance with applicable regulations and laws, thus reducing the causes of customer dissatisfaction;
- ✚ guarantee a univocal and integrated vision of the Company from a managerial and organizational point of view, create the conditions for which people actively participate in the achievement of objectives and continuous improvement, ensure the involvement, participation and accountability of all personnel to foster the development of a quality-oriented culture;
- ✚ define the responsibilities assigned to all organizational units, thus verifying that they have been understood and applied;

- ✚ implement a risk management method that increases the level of confidence on the achievement of the Company objectives, thus spreading and nurturing "risk-based thinking" within the organization;
- ✚ target the continuous improvement to maintain the required performance and react to changes inherent internally and externally and to create new opportunities;
- ✚ make decisions based on the analysis and evaluation of objective and measured data and information, thus increasing the level of confidence on the expected results;
- ✚ appropriately manage communication and relations with the parties concerned regarding Quality expectations;
- ✚ select suppliers of goods and services according to the principles of this Policy, thus committing them to promote developments necessary to achieve quality levels consistent with it;
- ✚ enhance the responsibilities of the Quality Unit to "support and integrate" the production activities during their execution.

Environmental Policy

e-GEOS S.p.A. designs and implements business activities, including production processes, with criteria aimed at preventing pollution, reducing environmental impacts and managing any accidental events, adopting, for this purpose, the best technologies available on the market, where economically sustainable.

To this end, e-GEOS undertakes to:

- ✚ define objectives and adopt improvement programs, aimed at monitoring the performance of its management system, thus maintaining and supporting its commitment to environmental protection
- ✚ ensure compliance with the applicable legal requirements, and the monitoring of their significant impacts with the aim of reducing them over time, in fact, the Company also pays particular attention to verifying the reliability in the operation and maintenance of its plants.
- ✚ sensitize all the subjects with whom it interacts of various characters, including, of course, its workers. It also provides appropriate training for workers, thus pursuing the growth of the awareness and sense of responsibility of the entire Company.

Policy on the Health and Safety at Workplace

e-GEOS S.p.A. builds, maintains and monitors its own occupational health and safety management system. It verifies the achievement of the objectives that the Organization has set for itself and measures the performance of the System while

ensuring that the Organization's policy is documented, implemented and reviewed according to what emerges from the monitoring.

To this end, e-GEOS undertakes to:

- ✚ guarantee workers and other parties concerned present under the control of its Organization safe and healthy working conditions having analysed the context in which the company works. In this way, it also makes these parties concerned aware of the importance of awareness of these issues both in the Company and in daily life;
- ✚ ensure compliance with the applicable legal requirements in terms of health and safety at workplace, and the other requirements to which the Organization has given its adherence in the spirit of continuous improvement, thus monitoring the Company System to evaluate its performance and always consider new possibility of continuous improvement;
- ✚ eliminate the dangers and reduce the risks for health and safety at workplace. For this reason, it keeps up-to-date and efficient the assessment of risks for health and safety at workplace, in relation to their nature and extent, thus establishing objectives and monitoring the degree of achievement.
- ✚ raise awareness of all the subjects with whom it interacts of various characters, including, of course, its workers, on the importance of protecting health and safety at workplace but also in daily life. To this end, it provides their appropriate training, thus pursuing the growth of the awareness and sense of responsibility of the Company.
- ✚ disseminate its policy also to ensure the involvement, participation and empowerment of all parties concerned, with particular reference to workers and their representatives, and with the intention of encouraging the development of a culture oriented towards prevention and safe working conditions.
- ✚ monitor the process of improving working conditions both from a managerial and operational point of view also through a dynamic risk assessment in synergic collaboration with the stakeholders.

Social Responsibility Policy

e-GEOS S.p.A. recognizes the high value of the social dimension and the responsibilities that follow internally, both in its daily work and from a strategic perspective.

To this end, e-GEOS S.p.A. undertakes to:

- ✚ comply with the international, community and national regulations in force, thus rejecting extortion and corruption, swindling and fraud and, in general, any illegal procedure;
- ✚ contribute to the well-being and growth of the communities in which it works not only from an economic point of view, but also through the promotion and implementation of social initiatives;

- ✚ adopt specific human resources policies that improve working conditions, facilitate reconciliation with private life, guarantee greater safety in health and welfare terms, favour access to categories of disabled workers and take into account growth and degree of worker satisfaction;
- ✚ not to use or support the use of child labour and forced labour;
- ✚ ensure equal opportunities and freedom of association, thus promoting the development of each individual;
- ✚ involve all suppliers of goods and services to undertake to respect the principles of Social Responsibility in all activities;
- ✚ improve and spread the culture of safety and health at workplace;
- ✚ safeguard the environment at all levels, through awareness-raising, information, education and training;
- ✚ involve all levels of the organization and all Company employees ensuring that responsibilities and operating procedures are precisely defined, appropriately disclosed and clearly understood.