

		ISSUED BY: Integrated System Manager	APPROVED BY: General Management	PAGE 1 OF 1
	<b>INTEGRATED QUALITY, ENVIRONMENT, HEALTH AND SAFETY AND ETHICS POLICY</b>			<b>MOG-POLSGI</b>

## Company Policy:

The Integrated Quality, Environment, Ethics and Safety Policy provides a summary of the Organization's commitments to its stakeholders.

The company policy is defined by the Management in line with the strategic decisions it takes, before being shared with all company staff and stakeholders (suppliers and authorities).

It is shared:

- internally, through training and information both at the time of recruitment and on a regular basis;
- externally, through publication on the company website or specific emails.

The Management is responsible for implementing and maintaining the integrated management system (IMS) for the Integrated Quality, Environment, Ethics and Safety Policy, i.e. developing it in pursuit of continuous improvement.

This is particularly apparent in the following actions:

- defining the context analysis and associated risks for Quality, Environment, Safety and Ethics systems;
- periodically setting targets for the four voluntary standards applied;
- the periodic Management Review, which focuses on ensuring the targets set have been achieved and on analysing client and stakeholder satisfaction.

To ensure that the policy statements are complied with and targets are met, the Management believes it is essential to:

- engage, motivate and value the company's human resources by communicating the policy and company targets to them, using the IMS and ensuring that the necessary training, education and updates are provided;
- identify the critical aspects of the company processes involved in providing services to clients, so they can be monitored and managed;
- identify process indicators to evaluate the process and set tangible and measurable targets;
- establish continuous improvement initiatives and monitor them by defining indicators and targets;
- periodically check supplier performance, both in terms of supply quality and compliance with the stipulated contractual requirements;
- monitor to ensure that the operations are managed with the aim of preventing – and where possible eliminating – occupational accidents and diseases, including opening appropriate internal communication channels that are known and used by employees;
- take policy inspiration from the principles of SA8000, and so consider employees as a strategic asset, essential for the company's growth, ensuring that their fundamental rights are protected and formalized through their employment contracts and working to support their professional development and satisfaction;
- ensure compliance with legislation relating to the Environment and Health and Safety in the workplace, identifying and abiding by all obligations;
- promote activities that encourage energy saving, recycling and environmental protection;
- support the design and purchasing of energy-efficient products and services, with a view to improving energy performance;
- document and communicate targets and results at all levels of the organization.

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