

Metalleghe S.p.A., in line with its corporate philosophy based on the ability to continuously adapt to market needs, has decided to conform to the requirements of UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI ISO 45001:2018 standards to identify and meet the expected needs of its customers and relevant stakeholders, to achieve competitive advantages and to achieve, maintain and improve organizational performance and capabilities, as well as to prevent accidents and injuries.

The following Integrated Management System Policy is therefore a commitment of PR, also through the actions of all staff, to achieve and maintain certification to UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI ISO 45001:2018 standards, which includes:

- Continuously satisfying the needs of our Customers and relevant stakeholders for the integrated management system (ref. mod. DGA-01-6)
- Continuously satisfying the requirements of products, including those that are mandatory
- Continuously paying attention to the needs of employees in order to establish and maintain a corporate climate that can promote their behavioral and professional growth
- Continuously improving our performance and customer satisfaction by optimizing internal processes

To ensure understanding and sharing, this document has been distributed to all levels of the organization through display within the premises and on the website, making it accessible to all stakeholders.

This policy is added and integrated with other company policies, such as privacy and code of ethics D.Lgs. 231/01, also available on the company website.

Based on the general principles outlined below, measurable objectives are defined in more detailed documents that are monitored during annual reviews by the Management, in order to continuously improve the effectiveness of the integrated management system. Metalleghe S.p.A defines and annually reviews for continuous suitability quality and health, environment and safety as:

COMPLIANCE TO CUSTOMER NEEDS, which translates to:

Ensuring compliance with expressed needs (e.g. contractual, technical, qualitative, including mandatory requirements), in particular:

1. Meeting delivery times
2. Product compliant with the order

Ensuring company sensitivity in taking care of unexpressed needs, e.g.

1. Developing and optimizing processes and know-how.
2. Technical and commercial assistance in all phases of the relationship
3. Technical competence
4. Quick responses
5. Rapid resolution of problems
6. Knowledge of the integrated system adopted in Metalleghe Spa through questionnaires

Ensuring legislative compliance, in particular in the areas of health, safety and the environment.

TRAINING AND RESOURCES, which constitute the basis for achieving the objectives of the Integrated Management System and translate to:

- Strengthening the level of competence, professionalism, involvement and motivation of the employees;

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- Promoting the cultural growth of the company and the search for the causes of problems that occur
- Inserting and training young personnel to remain competitive in the future;
- Making adequate resources available (PPE, facilities, means, plants, equipment, machines and equipment) with effective investment management;
- Ensuring a high level of maintenance, safety and reliability of the means available;
- Ensuring a high level of performance of the IT system and ensuring high standards on information security;
- Ensuring a favorable working environment and promoting policies of equity and inclusion;
- Maintaining a high level of performance of suppliers, *favoring those who implement proactive policies in terms of quality, environment, safety and sustainability.*

STRATEGY, which is focused on:

- Achieving continuous improvement of performance;
- Facilitating problem solving and preventive action;
- Systematically measuring performance to increase results;
- Consolidating the structure and size of the company;
- Consolidating and increasing the number of customers and understanding market needs;
- Preventing and reducing accidents and injuries, through continuous improvement of safety in the workplace;
- Preventing and reducing environmental impacts;
- *Improving energy efficiency and reducing resource waste;*
- Implementing effective accident prevention measures and containing the harmful consequences for the environment, adopting the best economically sustainable techniques

INVOLVEMENT OF STAFF AND SUPPLIERS, which is focused on:

- Sensitizing both Metalleghe staff and external staff regarding the commitments of this Policy, in particular on environmental aspects, safety and quality;
- Motivating staff to develop, at every level, a sense of responsibility towards quality, health, safety and the environment, also through training programs;
- Educating, with particular attention to new generations, to environmentally respectful behaviors and attention to the correct use of natural resources.

President gives HSE managers and CEO the authority and means to implement the Integrated System and promote the application, improvement and development of the system itself, working to ensure that the principles of quality, environment and health and safety, contained in the operational procedures and practices, are disseminated, understood and shared by all employees and collaborators.

Flero, 20-12-2022

Guido Dusi – President

METALLEGHE S.p.A.
Il Presidente
(Guido Dusi)



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