

Integrated Quality, Safety, Environmental and Legislative Decree 231/01 Policy



This Policy was born as a commitment of the Top Management and the Employer, through the work of all employees, according to their own powers and competences, to comply with the applicable requirements deriving from the standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and current legislation, in particular Legislative Decree 231/01, Legislative Decree 152/06 and Legislative Decree 81/08.

Ferrolì and its associated companies operate in the sector of products of refrigeration, domestic and professional appliances, systems for air and water comfort, for residential and industrial use. Ferrolì and its associated companies intend to consolidate themselves as a reliable reference point in their sectors of activity, through the application of Management Systems and the ability to identify and control the critical points of their processes in relation to the satisfaction of mandatory and contractual requirements.

The Management Systems regulate the processes so that they are carried out in a planned and documented way, aimed at achieving the following **Objectives**, for which the **TOP MANAGEMENT undertakes to:**

Regulatory and Legislative Compliance



- Promptly transpose legislative innovations and meet their requirements, systematically monitoring the related obligations
- define the tasks in an organic and clear way, assigning the responsibilities and authorities for the roles of all personnel, in compliance with the Code of Ethics and with the Organisation, Management and Control Model
- communicate, disseminate and promote compliance with the Code of Ethics and the measures and protocols indicated in the Organisation, Management and Control Model

Protection of Workplace Health and Safety



- Identify the dangers deriving from the activities carried out, evaluating the corresponding risks and implementing the appropriate actions to prevent accidents and occupational diseases
- continuously improve the Workplace Safety Management System
- consult workers, including through the Workers' Safety Representatives (WSR), on the aspects of prevention in the field of Workplace Health and Safety
- require all the figures provided for by current legislation in the field of Workplace Health and Safety (Workers, Supervisors, Managers, Prevention and Protection Services and WSR), to operate in prevention by promptly reporting any deficiencies and non-compliance with the applicable rules
- spread the culture of Safety and awareness of all those who work under the control of Ferrolì about their roles and Responsibilities in the field of Health and Safety
- disseminate information on company risks to all workers and carry out training and instruction at all levels, with specific reference to the task performed

Quality and Reliability



Understood as the ability to regularly provide products/services that meet the applicable mandatory requirements and the requirements of the Customer, aiming at increasing satisfaction through:

- the leadership and commitment of the Top Management towards the Quality Management System and the focus on the Customer
- communication, dissemination and promotion of the culture of quality and improvement
- the planning of the Quality Management System, identifying Objectives and implementing actions to address risks and opportunities related to the internal/external context and the needs/expectations of the relevant Interested Parties
- the identification and provision of the resources necessary for implementing, maintaining and improving the Quality Management System
- the planning and implementation of operational activities as well as process controls
- the monitoring, measurement, analysis and evaluation of the performance and effectiveness of the Quality Management System

Environment



- Identifying the environmental aspects related to the activities carried out, evaluating the corresponding environmental impacts, in order to define and implement actions to prevent pollution and protect the environment
- continuously improving the Environmental Management System
- promoting the sustainable use of resources and contributing to the mitigation of climate change

Durable profitability, Continuous Improvement of the Management System and Efficiency of business processes



Understood as the ability to respond promptly to a demanding and changing market, in particular through:

- the versatility of the operators and the achievement of professionalism always adequate to the regulatory evolution of the reference market
- the promotion of awareness on the part of all those who work in the Company about their role and responsibility in achieving Customer satisfaction.

Flexibility and customer support



- Through systematic cost control
- the systematic analysis of the weaknesses and the definition of the consequent actions necessary for eliminating their causes
- the periodic assessment of risks/opportunities related to the internal/external business context and the needs/expectations of the relevant Interested Parties
- the definition of the actions necessary to reduce/eliminate risks or to pursue opportunities

The Chief Executive Officer
Garrè Riccardo Giulio

The Employer
Bottura Riccardo

This Policy is applicable to all the plant and offices of all companies in Italy, including the companies Cola S.r.l. and ELIC S.r.l. It is distributed to all Personnel and published on the institutional website.