

VALBIA S.r.l. – POLITICA / POLICY

This document establishes the policy and principles with which the top management of VALBIA conducts the business processes of the organization.

To compete successfully, we aim for continuous improvement in the management of our organization in all company areas (Quality, Health and Safety of workers, Environment and Energy), integrating the principles of sustainable development in all our activities.

We are committed to providing the resources (people, infrastructure, work environment, monitoring and measurement tools) necessary to implement and maintain an integrated Management System for Quality, Environment, Occupational Health and Safety (OSH) and Energy, respecting the requirements of the ISO_9001, ISO_14001, ISO_45001, ISO_50001 standards in their latest editions and subsequent amendments.

As top management, we make our leadership available to manage the integrated system, promoting the involvement of all company functions.

We aim to grow the entire company system through:

- the organization;
- professional training and the commitment to ensure that workers are made aware and trained in compliance with the aspects concerning the Management System, to ensure that the policy is implemented, implemented and supported by all;
- the affirmation of its image on world markets;
- research and development of new markets, new products and new production technologies;
- compliance, in processes and products, with current legislation applicable to the activity carried out and cooperation with the competent supervisory authorities;
- the commitment to consider the environment, OSH, energy and the related results as an integral part of business management;
- the commitment to define and disseminate the policy, corporate objectives and related implementation programs within the company.

We are aware that the set goals are achievable only with the participation, determination and conviction of the entire organization, and to this end everyone's sense of responsibility is called upon.

The responsibility for the proper management of the "company system" concerns the entire organization, from the employer to each worker, each according to their own powers and skills.

We believe that employee engagement and satisfaction are a business competitive advantage, as everyone's contribution is critical to the success of the entire organization. Only in this way can the company win from the comparison with other realities, stay on the market for a long time and make plans for the future, thus giving stability to employees and social and economic balance to the entire community.

We plan our processes through a risk-based thinking (RBT) approach in order to implement the most suitable actions for:

- assess and manage the risks associated with the processes;
- exploit and strengthen the opportunities identified.

This is made possible thanks to the promotion, at all levels, of an adequate sense of proactivity in the management of the organisation's risks.

Quality and the satisfaction of the customer are our main competitive edges

- we pursue the continuous satisfaction of the customer and other relevant interested parties, both in terms of product quality and service;
- we perceive the customer as part of a commercial, geographical and social context and we relate to it by providing products, services and skills in line with the typical expectations of the different areas of the world;
- we are committed to responding in the best possible way to market needs by developing new projects, also in cooperation with customers;

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- we carry out an accurate analysis aimed at selecting the network of internal and external collaborators with whom to undertake lasting relationships;
- we involve suppliers and customers in company improvement plans and in the exchange of know-how;
- we aim at continuous improvement and prevention of product and process non-conformities;
- we maintain a continuous update of the certified products according to the appropriate standards and mandatory reference requirements.

Safeguarding the ENVIRONMENT is a fundamental principle for us

- we promote the development of a long-term sustainable business that guarantees environmental protection;
- we make every effort in organizational, operational and technological terms to prevent water, air and soil pollution, controlling the production of emissions, greenhouse gases and waste;
- we pursue the reduction of the impact of the significant environmental aspects of our activities, considering, where practicable, a life cycle perspective of our products.

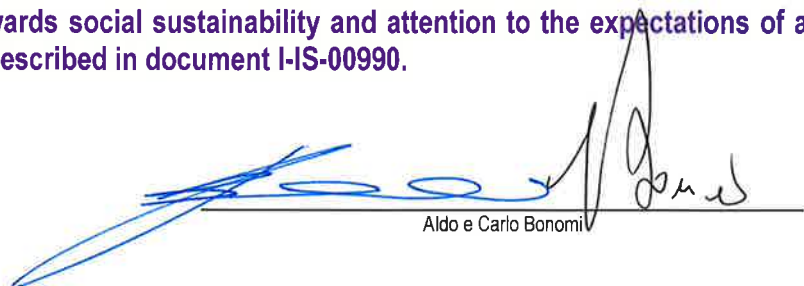
The Health and Safety of all those who work for us and use our products is for us a fundamental requirement for our company

- we identify all the dangers present in the workplace and evaluate the related risks;
- we aim to eliminate risks to the health and safety of people, in relation to the knowledge acquired on the basis of technical progress and, where this is not possible, to reduce them to a minimum, acting at the source that generated them, ensuring the consultation of workers and their representatives and stimulate their participation;
- we replace what is dangerous with what is not, or to a lesser extent, highlighting the residual risks;
- we apply ergonomic principles in the conception of workplaces, in the design and choice of equipment and in the definition of working methods, aiming at reducing fatigue and monotony factors;
- we aim at the continuous improvement of working conditions (underfloor heating / cooling system in the departments);
- we develop measures to prevent accidents and occupational diseases;
- we provide collective protection measures, integrating them, where residual risks remain, with suitable individual protection measures;
- we limit the number of workers exposed to risk to a minimum;
- we address health control to the specificity of each type and level of risk;
- we carefully take care of the correct application of hygienic measures;
- we define and organize the emergency measures to be taken in the event of first aid, fire fighting, evacuation of workers in the event of serious and immediate danger, also defining the possible preventions

Valbia deals with promotion and development of the rational use of energy

- in order to satisfy our energetic needs, we always search for new technologies and methods which could be more efficient and environmentally friendly;
- we are committed to monitoring and containing energy consumption;
- we pay specific attention to the activities concerning maintenance, planning and purchase of machineries with high energy consumption.

ETHICS means making an effort towards social sustainability and attention to the expectations of all stakeholders. Our code of ethics is described in document I-IS-00990.



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