

  	<h1 style="color: red; margin: 0;">COMPANY POLICY</h1>	MAN-3 (ex MAN03 rev5)
		04/03/2022
		Page 4 of 4

Valmex S.p.A. offers its customers worldwide the best solutions for their applications, collaborating in the development of new projects and cutting-edge technological solutions. The goal is to ensure the highest possible levels of quality, with particular attention to environmental protection, health and safety on workplace.

To give concrete expression to these intentions, Valmex S.p.A. undertakes to apply and continuously improving an integrated "Quality-Environment-Safety", Information Security and [Gender Equality system](#), which supports the pursuit of the following objectives and strategic directions

- Acting responsibly, in compliance with environmental, occupational health and safety legislation by preventing all forms of illicit and/or crime in the matter.
- Adhering to the voluntary standards UNI EN ISO9001:2015, UNI EN ISO14001:2015, ISO/IEC 27001:2017, UNI ISO 45001 and [UNI PdR 125:2022](#) by complying and applying their requirements
- With particular attention to the areas affected by the risk of crimes and/or offences, analyze one's internal and external processes, products and services, identifying areas for potential improvement and setting objectives and targets
- Specifically eliminate where possible or further minimize occupational health and safety hazards such as: manual handling of loads, repetitive movements, noise and vibration, electrical and chemical hazards
- Reducing environmental impacts by preventing all forms of illicit in this regard, directly or indirectly, permanently or occasionally, operate in collaboration with or on behalf of the company (suppliers, contractors and subcontractors) focusing particularly on the prevention of light pollution, improvement of the working environment
- Maintaining a proactive role of management in promoting continuous improvement in matters covered by the integrated management system in order to prevent crimes and/or offenses
- Ensuring the proper application of the technologies used and, where possible, pursuing the improvement or adoption of more advanced technologies from an environmental and safety perspective by working to ensure that the standards governing these aspects are known
- Insight into environmental, occupational health and safety assessments in decisions regarding future developments in order to prevent all forms of illicit and/or criminal offenses
- Ensuring the participation and co-responsibility of all employees, for the full sharing of company policy and objectives, for the development of a culture oriented on gender equality, inclusion, prevention and maintenance of safe-working conditions. Promoting information and training programs in order to ensure an increasing awareness and competence in the roles and tasks assigned with the necessary updating to all persons concerned, so that they adopt behaviors in accordance with the principles expressed therein and formalized in the implemented Management System. The aim is to progressively reduce the impacts on the environment and the risks inherent in the activities they carry out
- Pursuing a policy of raising awareness, building and involving employees through participatory interventions and consultation so as to make workers active subjects in the process of implementing and enforcing the management system
- Ensuring that all employees receive adequate information and training for the performance of their duties and on the requirements of the system, so that they understand the implications of the system with regard to their role and behavior at work and in compliance with environmental and safety regulations and legality
- Selecting and promoting the development of suppliers and contractors in accordance with the principles of this policy, so that they implement proper procedures for the integrated system and consistently apply principles of environmental responsibility and legality and safety in all operations they conduct with or on behalf of our company
- Ensuring a reliable and comprehensive data collection system necessary for the management of the system that also accounts for illicit and/or criminal offenses
- Performing checks, inspections and audits designed to identify and prevent any situations of non-compliance with the requirements of the management system. Oversee the environmental and safety

  	<h2 style="color: red;">COMPANY POLICY</h2>	MAN-3 (ex MAN03 rev5)
		04/03/2022
		Page 4 of 4

aspects related to the activities performed, as well as monitor compliance conditions over time and the prevention of any risks of illicit

- Developing and defining safety plans containing measures and procedures necessary to prevent accidental or emergency situations and to contain their effects for both environmental and occupational safety aspects
- Pursuing an open and constructive attitude toward the public, consumers, public authorities and other interested parties by cooperating with the agencies in charge of occupational safety and environmental protection
- Undertaking periodic review of the policy, objectives and improvement plans, to assess their correctness and effectiveness, with a view to continuous improvement by setting all the measures and economic, technical and human resources necessary for the pursuit of these objectives, consistent with the commitments entered into, and periodically verify the degree of their implementation and achievement
- Through context analysis and SWOT analysis referring to the Integrated Quality Environment and Safety System identifies external, internal risks and opportunities.
- Through the risk matrix, evaluate risks and opportunities by placing the necessary countermeasures to strengthen weaknesses and respond to possible threats, with the view to continuous improvement
- Through VERA assesses information security risks and devises countermeasures to reduce the risk.

This policy is communicated to all employees of the organization, its suppliers and its customers. It is available to the public on the corporate website: <http://www.valmex.it/>

The President

Ing. Severino Capodagli

