

QUALITY POLICY

The main goal of ARMANDO VICARIO srl is the full satisfaction of the Client's needs and expectations, and to achieve and maintain a high QUALITY STANDARD OF THE PRODUCTS WE SUPPLY. The foundations that allow the company to successfully pursue its goals regarding quality are: complete improvement of the Quality Management System and its constant adjustment to the evolution of the Company and regulatory framework. In particular we place the client at the center of attention, trying to understand its expectations and needs. The company policy is therefore aimed at:

- Satisfying the clients' needs, even if not directly expressed.
- Ensuring that the items we produce are compliant with the applicable regulations and specifics, and that they respect the fitness for use, performance, safety and reliability requirements.
- Conducting business respecting the environment and the people's health and safety.
- Developing the company culture towards the concept of "total quality".
- Respecting each and every rule or standard applicable to the products.
- Keeping aspects related to risks, opportunities, relations with stakeholders and analysis of the context we are in continuously updated.

These objectives and the actions needed to reach them (with responsibilities and timelines) have been decided by General Management and Quality Assurance during the review meeting of the Quality Management System. Furthermore, they have been communicated to all company managers through the disclosure of the General Management review. It is hereby renewed the responsibility of the Quality Manager, directly employed by General Management, in order to ensure the continuity of the Quality System management.



ENVIRONMENTAL POLICY

The General Management of ARMANDO VICARIO srl proceeds to the definition of its "Environmental Policy" in the framework of a broader vision of the company strategy and its positioning in the market. The company strategy is inspired by the following guidelines:

- Maintain conformity to and respect of the legal provisions, current environmental regulations and other internal requirements
- Pursue constant improvement towards prevention, reduction of the environmental impact and pollution tied to our own activities.
- Identify and evaluate the environmental effects and risks due to accidents, potential unanticipated events and emergency situations.

For this purpose, the General Management of ARMANDO VICARIO srl, after conducting a thorough Environmental Analysis of its activities, has identified several priority areas for intervention:

- Maintain the Environmental Management System efficient by enforcing all the UNI EN ISO 14001 requirements, and what is described in the Environmental Management Manual.
- Disclose this policy to all stakeholders – clients, suppliers, internal personnel and the public.
- Continuous adjustment to the increasing social and legislative needs in regards to environmental protection. Following them where possible through an adequate planning of activities and initiatives.
- Periodical review of the objectives by General Management, aiming at the improvement of the management system.
- Internally disclose knowledge about environmental protection issues and technical-organizational measures in this regard.
- Promote and raise awareness of employees on "responsibility" towards prevention and environmental protection, developing informational and training programs for staff.

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- Make internal personnel more competent and aware about the application of company rules regarding environmental protection.
- Reduce water, energy and fossil fuel consumption respecting the basic requirements of the production processes.
- Continuously reduce the use of substances deemed potentially dangerous.

COMPANY SAFETY POLICY



The employer of ARMANDO VICARIO srl recognizes the support and respect of an Occupational Health and Safety Management System as a fundamental goal. The employer provides human, instrumental and economical resources so that the organization can engage in the pursuit of the health and safety goals as an integrated part of the its strategic engagement. The employer assigned to the health and safety manager the task of developing and implementing the Occupational Health and Safety Management System, and to everybody in the company that of actively collaborating to its maintenance. With this policy, the employer of ARMANDO VICARIO srl undertakes that:

- Each phase and process of the company’s activity takes place respecting the current laws on occupational health and safety, and are in line with Standard UNI ISO 45001 requirements.
- The aspects of safety are considered essential starting from the inception phase in case of new activities, or the review phase of already existent ones.
- All company activities are managed with the aim of preventing accidents, injuries, and occupational illnesses, and in order to improve health and safety performance.
- The work environment, methods and organizational aspects are managed in order to safeguard the health of employees, third parties, business assets and the community that the company is part of.
- The machinery, systems and equipment used for company activities comply with the current laws and rules, and undergo recurring controls and maintenance.
- All the workers are trained, informed and aware about the risks that exist within the company, the activities within their competence and responsibilities that those entail, and about the duty to verify and oversee, described within the Occupational Health and Safety Management System.
- The entire management structure participates, according to their own skills and responsibilities, to the attainment of the assigned safety objectives.
- Cooperation among different company departments is promoted, as well as involvement of employees in order to reach the assigned safety objectives.
- The objectives of improvement on occupational health and safety are disclosed and shared among all company levels.

SOCIAL AND ETHICAL POLICY

ARMANDO VICARIO srl deems the social responsibility aspect of the company extremely important. For this reason, the company operates in order to safeguard employees’ health and safety and in its effort towards social responsibility. Armando Vicario srl internally pursues the full compliance with the standard SMETA and Dlgs 231/2011 requirements, both in everyday operations and within the strategic plan. As a company we firmly believe in the importance of fair and transparent management of the “human patrimony”, and of raising Management, suppliers, employees and associated companies’ awareness on the respect of social responsibility principles according to Social Accountability norms. We are committed to:

- Protecting the safety and hygiene of the workplace, and the safety of every employee respecting all applicable legal provisions.
- Maintaining conformity and complying with legal provisions, current environmental regulations and other requirements undertook internally; pursuing constant improvement towards prevention, reduction of environmental impact and pollution tied to the company’s production activities.
- Not making use of child, youth and forced labor.

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- Complying with current national legislation and international conventions and recommendations. These include resolutions issued by international organizations such as ILO – International Labor Organization, and UN- United Nations.
- Respecting the freedom of association and the right to collective bargaining.
- Contrasting every form of discrimination and unequal treatment (during the hiring phase, remuneration, access to training and career advancement) based on race, nationality, religion, disability, gender, sexual preferences, union membership, political affiliation.
- Condemning any form of illegal conduct that may be in contrast with dignity or physical and/or moral integrity.
- Applying the national collective labor agreement in a complete and impartial way to all employees, promptly paying the agreed salary and the relevant welfare and insurance contributions.
- Ensuring the protection of maternity and paternity leave, and of disadvantaged people.
- Promoting and improving the safety conditions and physical/mental well-being of our collaborators, both with preventive and corrective measures.
- Involving all the suppliers in the effort towards social responsibility

The employer of ARMANDO VICARIO srl undertakes to share this Policy to all stakeholders and to periodically verify its implementation.

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