

MANUAL
OF THE
SYSTEM OF
BUSINESS MANAGEMENT

ATTACHMENT 8

COMPANY POLICY FOR
HEALTH AND SAFETY,
ENVIRONMENT
AND
THE QUALITY

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HEALTH AND SAFETY, ENVIRONMENT AND QUALITY POLICY		Date of issue	Revision date	Revision Number
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SWITCHBOARD

The Policies constitute a non-exhaustive reference framework for establishing the strategic guidelines for **continuous improvement** of Texno Srl products, activities and performance, in accordance with its purposes and context, including its nature, its size, its risks and its environmental impacts.

The protection **objectives** refer to:

- Health & Safety
- Environment
- Quality

Continuous improvement pursues an increase in performance in terms of **effectiveness and efficiency** of processes, aimed at increasing the satisfaction of **Customers, Workers, Communities, Shareholders and other interested parties**.

These activities are managed with a "**risk based thinking**" approach, certain that **risk management creates and protects the value of a company** by allowing it to achieve its objectives, optimizing processes and concretely improving performance and operations. The possibility of bringing together risks from different areas **amplifies the added value that the company is able to show to its market**.

Furthermore, all parties who enter into relationships with the Company as Suppliers and commercial partners are required to comply with the principles contained in these Policies.

CONSTRAINTS

The constraints and minimum requirements of the company work are:

- compliance with all current and voluntary **legislation**
- compliance with the **Customer's requirements**
- compliance with its own **Code of Ethics**, voluntarily adopted as part of the **Organizational Model pursuant to Legislative Decree 231/2001**

IMPLEMENTATION

Policies are implemented through:

- the structured and systematic management (**compliant with IATF 16949, ISO 14001 and ISO 45001**) of a process-oriented and result-oriented organization
- the **provision of the resources** necessary to achieve the objectives
- the **involvement, consultation and participation** of staff and their representatives
- **growth and continuous training**
- the **evaluation and incentive** to achieve the objectives
- systematic and continuous **monitoring**
- investments in the **best economically feasible technologies available**
- operational management aimed at **reducing all waste**

HEALTH & SAFETY

In the **HEALTH AND SAFETY** area, the satisfaction of **Workers**' needs is pursued through:

- the guarantee of a **safe working environment and working conditions**
- The **prevention of accidents and occupational diseases**
- **The elimination of dangers and the reduction of risks** that cannot be eliminated
- The **safety of the machines** used
- The **management of accidents and near misses**
- **Ergonomic** workstations
- **Correct handling of chemicals**
- proper **equipment for personal protection**
- **Emergency preparedness and fire protection**
- the **cultural and professional growth** of the workers themselves in the **Health and Safety** field, through **continuous information and training activities**.

the satisfaction of the needs of **Workers, Communities, Customers, shareholders, suppliers** also takes place through the **sharing of health and safety objectives**, with **continuity of work and therefore of supplies, procurement and economic results**.

The principles declared by the company Code of Ethics are also included in the protection of Health and Safety.

ENVIRONMENT AND SUSTAINABILITY

As regards the **ENVIRONMENT**, the satisfaction of the needs of the **Workers and the surrounding Community** is pursued through:

- Environmental **Protection**
- **Prevention of all types of pollution, including noise and odor emissions related to activities**
- **Reduction of non-eliminable environmental impacts**
- Process efficiency, **energy efficiency** and use of **renewable energy**
- The **elimination of all types of waste**
- The reduction of **greenhouse gas emissions** and of one's own **Carbon Footprint**
- **Sustainable management** of resources and raw materials, favoring reuse and recycling where possible
- **Reduction of waste, favoring reuse and recycling where possible**
- Responsible management of **water consumption**
- **Defense of air quality and soil protection**
- Responsible **management of chemicals**
- **The fight against climate change**
- The protection of **biodiversity, ecosystems and animal welfare**
- the **cultural and professional growth** of the workers themselves on **Environmental** issues, through continuous **information and training activities**.

The satisfaction of the needs of **Workers, Communities, Customers, shareholders, suppliers** also takes place through the **sharing of environmental protection and sustainability objectives, with continuity of work and therefore of supplies, procurement and economic results**.

QUALITY

In the field of **QUALITY**, the satisfaction of **Customer** needs is pursued through:

- The **compliance and excellence of the product**, including its safety features where applicable
- **Continuity of supplies**
- **A high level of service** (compliance with delivery times, quantities, response and reaction times in case of problems).

The satisfaction of **Workers'** needs takes place through the protection and guarantee of the **continuity of work, the cultural and professional growth** of the workers themselves, through **information and continuous training**.

The satisfaction of **Shareholders'** expectations is achieved through the achievement of the **expected economic results**.

Supplier satisfaction is pursued through long-term partnerships and regular payments.

Community satisfaction is pursued through the presence on the territory of a **stable, honest and respectful** production reality, with the consequent indirect benefits.

UPDATE, COMMUNICATION AND DIFFUSION

The Policy of **Texno S.r.l** .:

- is kept constantly updated in order to keep it relevant and appropriate to its purposes and context;
- It is communicated, understood and applied within the Organization and to interested parties (e.g. Suppliers); ;
- It is available for consultation to Interested Parties on the company website «<https://www.texno.it/>» where the Code of Ethics and the legal instrument of Whistleblowing are also available.