

# Policy for Quality, Environment, Occupational Safety and Energy

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Written by	Verified by	Approved by	
Gionata Bartolomeo and Raffaele Motta	Cristiano Pinton and Emilia Riva	Ernesto, Paolo and Roberto Cattaneo	

## Introduction

The *Policy for Quality, Environment, Occupational Safety and Energy* describes Growermetal's goals and commitments in these areas, taking into account the needs and expectations expressed by all stakeholders, as well as the activities and goals of the company itself.

Growermetal's Management ensures the fulfilment of the Policy as follows:

- ✓ Always in line with Growermetal's strategic goals
- ✓ Growermetal's commitment towards continuous performance improvement
- ✓ Commitment to comply with applicable legal and other requirements
- ✓ Incorporated into a structural framework in which targets for Quality, Environment, Occupational Safety and Energy Efficiency are defined and periodically reviewed
- ✓ Commitment to consultation and participation of workers and workers' representatives
- ✓ Acknowledgment inside and outside the company and to third parties
- ✓ Regular reviews to confirm its adequacy.

# **Growermetal's Policy for Quality, Environment, Occupational Safety and Energy**

With this document Growermetal's Management aims to perform and set down the following *Policy for Quality, Environment, Occupational Safety and Energy* which establishes the company's strategy based on the following main targets:

- **Achievement of company's success and continuous business growth**
- **Full satisfaction of the Customer and all stakeholders (stakeholder)**
- **Ethical approach to business conduct and compliance with applicable regulations**
- **Continuous improvement of product and service quality, business processes, occupational safety and energy performances**
- **Constant consultation and participation of workers and their representatives**
- **Safety of the working place, with regard to the elimination of dangers and the reduction of risks, personal protective equipment, equipment safety, the management of accidents, near-accidents and injuries and the prevention of work-related illnesses**
- **Respect for the environment and prevention of pollution, with a focus on limiting atmospheric emissions, protecting soil and water receptors, sustainable waste management and encouraging the circular economy**
- **Continuous improvement of the company's energy management system and energy performances**
- **Achievement of "carbon neutrality" by the year 2050**
- **Implementation of an environmental management system in accordance with EN ISO 14001, an occupational safety management system in accordance with EN ISO 45001 and an energy management system in accordance with EN ISO 50001.**

The above mentioned targets have to be achieved by implementing the following guidelines:

- ✓ Effectiveness and efficiency of the management system for Quality, Environment, Occupational Safety and Energy and all business processes
- ✓ Compliance to the Code of Ethics in the performance of all company activities
- ✓ Compliance with mandatory regulations, with particular regard to product, occupational safety and environmental protection standards
- ✓ Fulfilment of compliance duties, consisting of legal requirements and other signed commitments
- ✓ Constant commitment to continuous improvement in quality, environmental, safety and energy performance
- ✓ Continuous focus on training and active involvement of all members of staff
- ✓ Effectiveness of the process of identifying environmental dangers and impacts, leading to minimisation of risks
- ✓ Clear definition of responsibilities and tasks, supporting a multidisciplinary approach to work, with the ongoing participation and consultation of workers and their representatives
- ✓ Effectiveness in monitoring and managing any non-conformities found, both internal and external
- ✓ Prevention of non-conformities by means of planned activities and FMEA analysis
- ✓ Flexibility in production and meeting customer's delivery requirements
- ✓ Effective management of special customer requirements, including product safety and prompt response to all customer needs
- ✓ Management of production and project activities in a manner that minimises waste and the impact on resource consumption related to processes and products
- ✓ Sourcing safe, energy-efficient and environmentally friendly products and services
- ✓ Spreading within the company, through constant awareness-raising, a culture aimed at implementing forms of behaviour in line with the goals
- ✓ Continuous monitoring of performance through appropriate indicators (KPI)

## Conclusion

The entire staff of Growermetal is called on to participate, according to their competences, in the achievement of the quality, environmental, health and safety and energy performance goals defined in this statement.

The management system for Quality, Environment, Occupational Safety and Energy requires that each of us is prepared to perform our tasks correctly and is aware of the impact of our actions on the conformity of products and processes and actively participates in the identification of dangers and the assessment of risks, proposing measures for their reduction and promoting Growermetal's energy efficiency.

The Management is committed to ensuring the availability of the necessary information and resources by verifying the correct application of the provisions of this Policy through the constant supervision of the results of business processes with reference to the goals defined for the satisfaction of all stakeholders and to monitor business risks by timely implementing the actions necessary for their mitigation.

The Board of Directors of Growermetal

*Ing. Paolo Cattaneo*

*Ernesto Cattaneo*

*Dr. Roberto Cattaneo*