

INTEGRATED POLICY FOR QUALITY, ENVIRONMENT AND SAFETY

The Management of PAL s.r.l. sets out company strategies, fully aware of the fact that the new markets require an integrated vision of the organisation, where the “quality” aspect is cross-cutting and fundamental to all the other aspects that contribute to outline strategies, which need to go hand in hand with the parallel management of the environment where the company operates and health & safety in the workplace.

These aims are defined in this document and represent the commitment of PAL s.r.l. to all its stakeholders, i.e. clients, employees, collaborators, authorities and entities.

A decision was thus taken to integrate the Quality Management System, already certified according to the UNI EN ISO 9001 standard, with the UNI EN ISO 14000 environmental requirements and the UNI EN ISO 45001 health & safety in the workplace requirements.

The General Management is certain that such a vision will allow to continuously improve the company’s competitiveness on the market with the objective of preventing and/or minimizing any possible pollution of the surrounding environment and eliminating possible injuries or illnesses arising from work activities.

The basic strategic line hinges upon the following principles used to develop the following objectives:

- full compliance with all laws and mandatory regulations as well as voluntary rules;
- recognition of the central role of Clients, endeavouring to meet also implicit needs and aim at their utmost satisfaction;
- improvement of processes and products and constant search for the right balance between environmental impact, safety in the workplace and economic growth;
- attention paid to the environment, health & safety in the workplace, from a proactive point of view or by implementing preventive conduct and actions and not just corrective measures to eliminate non-conformities ex-post or mere legal alignment;
- open collaboration with Suppliers, Administration Entities and Supervisory Authorities to manage issues related to environmental protection and safety in the workplace;
- constant improvement of the efficiency and effectiveness of business processes, focusing attention on the health and safety of workers and the site where the business activity is performed, implementing methodologies aimed at preventing any potential risk;
- growth of personnel at all levels and involvement of the supply-chain, in order to disseminate the culture of quality, respect for the environment and safety;
- consulting and involvement of workers and their representatives;
- using and keeping workplaces healthy and safe, fit for the business purpose as well as the size of the organisational context.

QUALITY OBJECTIVES

The Company’s General Management has identified the following objectives that must be shared by all Company’s workers and collaborators:

Customers – improving customer satisfaction through:

- care in communicating with customers;
- reduction in the number of complaints by carefully analysing them;
- full compliance with contractual requirements, especially with the technical characteristics of products, timeliness and accuracy of deliveries.

Suppliers – consolidating relationships with reliable suppliers to allow the company to maximize the benefits deriving from an in-depth knowledge of mutual needs.

Company personnel – skill-enhancement of human resources through:

- ongoing training of personnel;
- improvement of work environment.

Shareholders – continuous improvement of services offered, performance and financial results.

Company - continuous improvement of all management systems and procedures. Constant commitment to innovating products and market technology by:

- measuring and improving process indicators;
- gradually eliminating inefficiencies and defects;
- introducing state-of-the-art technology in the company.

ENVIRONMENTAL OBJECTIVES

The main objectives identified by the Company's General Management with regard to its environmental policy are as follows:

- Product: life-cycle-thinking;
- Raw materials: certified, recycled or coming from recycling;
- Packaging: re-usable, optimised, sustainable materials;
- Suppliers: selection of suppliers with environmental requisites, active collaboration for the selection of materials with low environmental impact;
- Energy: use of high-efficiency machinery, self-production of energy from renewable sources;
- Water: use of devices to reduce consumption, control of emissions;
- Waste: reduction in waste generation, separate collection, reuse of packaging;
- Emissions in atmosphere: control of emissions;
- Process materials: reduction in chemical substances, selection of chemical substances with lower environmental impact;
- Culture: promotion of environmental sustainability culture both inside and outside the company.

OBJECTIVES OF HEALTH&SAFETY IN THE WORKPLACE

The main objectives identified by the Company's General Management with regard to its health & safety in the workplace policy are as follows:

- Prevention of accidents, injuries, occupational illnesses and damages to the health of workers, including third-party undertakings operating inside the company, constantly committing to improving health & safety in the workplace;
- Studying and seeking (plant, product, process) solutions to eliminate hazards and reduce risks for workers and in any case safeguard the health of workers, third parties and the community in which the company operates;
- Managing activities also with the objective of preventing accidents, injuries and occupational illnesses, and aiming at achieving that goal through planning, running and maintenance of machines and plants, including the cleaning of workplaces;
- Participation of the entire company structure, according to one's own tasks and responsibilities to the achievement of the safety objectives set;
- Considering health & safety aspects as essential content in the definition phase of new activities or in the review of existing ones;

- Comply with legal regulations, applicable H&S rules and other H&S-related requirements underwritten by the company, including those voluntarily decided by the organisation, on the subject of health & safety in the workplace;
- Guaranteeing the consultation of workers, also through their representative as regards safety, on the subject of health & safety in the workplace;
- Training, informing and raising the awareness of workers to carry out their tasks safely and to take on their responsibilities on H&S subjects;
- Inform all workers on company risks;
- Providing training to workers and subsequent refresher courses with particular attention being paid to their specific tasks;
- Rapidly, effectively, efficiently and diligently deal with any needs that may arise in the performance of work activities;
- Promoting cooperation between the various company resources, collaboration with business organizations and with external bodies in charge.

The management has identified and appointed Eng. Andrea Dal Ben as Head of the Integrated Management System and has conferred upon him the authority and powers to undertake any control, corrective and preventive action he may deem necessary for carrying out and pursuing this policy, involving all the company's figures in the development of the system with a view to continuous improvement.

Therefore, it is therefore extremely important that everyone, within the scope of their responsibilities, takes part through their own commitment to the implementation of this policy for the good of the Organisation, the environment and their health and safety and that of their colleagues and collaborators.

Ponte di Piave, 18th May 2020

Managing Director
Antonio Dal Ben

