



Date	Issue and Verification	Approval
04/01/2024	Entity: Corporate Management Signature: CEO — E. Calabria	Entity: Corporate Management Signature: CEO — E. Calabria

Ciemmecalabria Srl is aware that, in the current socio-economic context, there are many variables that contribute to the success of a company, enabling its growth and sustaining its development over time.

Management believes that it is essential to constantly implement and promote actions aimed at raising awareness among all stakeholders towards a responsible conduct of their activities, in order to guarantee safe working conditions, protect health, and safeguard the environment.

Management’s commitment, formalised in this Policy, is pursued through the application of an Integrated Management System that identifies and synergistically combines the significant aspects of all systems in order to ensure maximum effectiveness and efficiency of processes, activities and resources.

Ciemmecalabria Srl defines and documents its commitment in order to build and develop relationships of trust, collaboration and growth ; in addition to pursuing customer satisfaction, it aims to enhance the contribution of all the people working within the organisation and aims to contribute to the protection of the environment.

The company’s values pass through the achievement of the objectives and strategic directions set out below:

- Promoting the process and risk management approach;
- Setting “SMART” goals and indicators for all aspects of Quality, Environment, Sustainability and Occupational Health and Safety (SMART: Specific, Measurable, Achievable, Realistic, Timely);
- Establishing procedures and practices for constant monitoring, through the review of indicators and goals;
- Developing appropriate actions to mitigate threats or maximise opportunities through integrated objectives and targets;
- Ensuring the continuous improvement of performance, constantly seeking to optimise the effectiveness and efficiency of processes, also through the support of technologically advanced infrastructures;
- Implementing the necessary processes to prevent and respond to potential emergency situations;
- Assessing and if possible anticipating the Customer’s needs in order to realise, or best meet, requests and expectations;
- Respecting and complying with all applicable laws and requirements and implementing constant operational control;
- Protecting and enhancing the environment by taking all necessary measures to prevent pollution and pursuing a production model based on the principles of the Circular Economy and Sustainable Development;
- Providing safe and healthy working conditions by taking all necessary measures to eliminate hazards , reduce risks and prevent accidents and occupational diseases;
- Promoting consultation and participation of workers and workers' representatives;
- Supervising and ensuring that all corporate values are respected at all levels.

To this end, the involvement of corporate stakeholders is considered central through:

- Awareness-raising and involvement of all stakeholders on the commitments of this Integrated Policy;
- The involvement of stakeholders in the processes of setting the goals of the Integrated Management System;
- Continuous training and the acquisition of awareness by personnel, operating at all levels, of the basic elements of quality management, the environment of sustainability and the health and safety of themselves, that of their colleagues and all stakeholders;

Transparent communication and discussion processes in relation to the requirements and performance of the Integrated Management System among all stakeholders.

The company has also adopted the Organisation Model 231 and the related Supervisory Body to ensure the implementation of the corporate guidelines on offences contained therein and compliance with the requirements of the Code of Ethics.

In relation to its context and stakeholders, Management ensures that this policy is documented, implemented, kept active, periodically reviewed, disseminated to all personnel and stakeholders, and made available to the public.

Cazzago S.M., 04/01/2024 (Rev.0)  
Chief Executive Officer