



The Management, through the organisational structure of the company, promotes all the necessary actions so that the processes and the activities are developed in an efficient and economically profitable manner, fully aware of the extreme importance that the safeguarding and the protection of the environment have for the success of its own activities and for continuation of the good environmental quality of the territorial context in which the Company operates, minimising, whenever technically possible and economically sustainable, any negative impact of its activities on the environment.

This document, together with the code of ethics, represents the guidelines that everyone is required to observe.

The Company has determined, through an analysis of the context, internal and external factors that are relevant for the correct success of its purposes; it has evaluated how they affect the ability of the integrated system to achieve the planned results. Moreover, in the context analysed, the company has identified the relevant parties regarding the integrated management system and the related expectations.

Finally, the Department performed an analysis of the risks of all company processes, identifying opportunities for improvement.

In a manner consistent to what is described, the integrated Quality and Environment management system and the M.O. 231 are based on the following fundamental principles:

INTEGRATED MANAGEMENT SYSTEM POLICY

COMPLIANCE WITH THE CONTRACTUAL REQUIREMENTS AND ENSURING CUSTOMER SATISFACTION:

The Management believes that the main objective in terms of Quality is customer satisfaction. This objective must be achieved through continuous monitoring of the system, maintaining the competitiveness of its prices with respect to the market and pursuing, if possible, the necessary economic profit. The company believes "sustainable" economic profit is fundamental as is the pursuit of technological innovation and research and development in compliance with all the laws and regulations applicable to the product and service provided. Customer satisfaction is assessed by testing and by paying the utmost attention to the correct handling of any complaints.

The Integrated Quality, Environment and Safety Policy:

- will be applied in all the GBE S.p.A. locations identified at the site of Via Teonghio, 44 of Orgiano (VI);
- will be communicated to all employees by affixing them to the company notice boards and by informing personnel during the periodic training meetings;
- is available to external interested parties at the request of the same;
- a possible re-evaluation is envisaged with a minimum annual frequency on the occasion of the Management Review.

CONTINUOUS IMPROVEMENT OF PROCESSES AND OF THE INTEGRATED SYSTEM:

achievement of the objectives in the Quality-Environment-Safety field is pursued through planning and analysis of the processes, defining, in relation to the various phases, operating methods, responsibilities and control activities and identifying suitable indicators that allow continuous monitoring and improvement through statistical techniques. The Management undertakes to achieve the predefined objectives and to redefine them congruently to re-examination of the Integrated System, to the quality standards of the product, to the requirements requested by the client and to prevention through a plan of controls and monitoring of activities.

It also intends to achieve these "Quality-Environment-Safety" goals through the following actions:

- ensuring that its activities are carried out in compliance with the current provisions of the law and with the environmental regulations; implementing every effort in organisational, operational and technological terms to prevent water, air and soil pollution; promoting the containment of energy requirements and the reduction of water consumption; encouraging, where possible, the objective of waste recovery.

Furthermore, the Management undertakes to ensure that:

- knowledge of and compliance with current legislation on health and

safety at work are considered a priority;

- information on company risks and on prevention and protection measures is widely distributed to all workers; training of the same is carried out, reiterated and updated, with particular reference to the task performed and to the promotion of informed and agreed prevention strategies;
- the consultation of workers is guaranteed, preferably through the Workers' Representative for Safety, regarding the choices and issues of importance for health and safety at work;
- all workers are trained, informed and made aware of the tasks assigned to them in terms of occupational health and safety;
- the entire company structure participates, each function according to their own particular attributions and skills, in achievement of the objectives of health and safety at work, which the Company undertakes to define and disseminate together with the relevant planning, in particular regarding the improvement of safety aspects;
- the design of the machines, systems and equipment, workplaces, operational and organisational methods are carried out in a manner that is compatible and consistent with protection of the health and safety of workers, third parties and of the community in which the Company operates;
- the identification and detailed analysis of the problems as well as the needs emerging during the course of the work, with the aim of commencing, on a case by case basis, the most appropriate actions for in-depth analysis and improvement;
- cooperation and collaboration with business organisations and with trade union representatives, as well as with the competent external bodies, are promoted;
- preventive actions are prioritised, including internal investigations on potential risks to the health and safety of workers in order to minimise the occurrence of accidents, injuries or other non-compliance conditions;
- the state of implementation of the Organisational Safety System is constantly monitored in order to identify areas for correction and improvement and to verify the correct and effective participation of the entire company structure;
- the same Safety Policy, the related Objectives and in general the state of the System are periodically reviewed in order to obtain continuous improvement of the level of health and safety at work within GBE S.p.A.

CONSTANT COMMITMENT IN THE PREVENTION OF PROBLEMS:

It takes the form of the collection and analysis of data relating to problems found internally and externally through the management of non-compliance, complaints, malfunctions and faults, with the consequent activation of appropriate corrective and preventive actions. Compliance with the Code of Ethics and with the M.O. by everyone, including by external parties, aims to prevent problems and possible offences.

QUALITATIVE GROWTH OF OWN SUPPLIERS:

All our influential quality suppliers will be monitored. Any non-conformity of supplies will be recorded for management of the related reports. For the supplier, also intended as a professional consultant, compliance with the Code of Ethics and with the M.O. are an integral part of the contract. Consequent non-compliance are grounds for termination of the contract.

FLEXIBILITY OF PRODUCTION CAPACITY:

Flexibility in production capacity is today a reason for success on the markets. Possible bottlenecks and, on the basis of continuous monitoring, the resources to be integrated in the short time must be defined in the production cycle. The management of human resources is a further reason for productive success. Safety in the workplace is a necessity for the Management.

Signed **The Chairman of the Board**

With reference to the afore-mentioned Policy and to the objectives/targets reported in the related tables, the following control parameters have been identified by the general management of the processes and products on which all personnel will need to cooperate.

1. Economic Aspects:

- To maintain the margin of contribution of the items being marketed, of the accessories, semi-finished products and of the other items and to minimise outstanding debts;
- To achieve the company budget objectives, monitoring all costs.

2. Sales:

- To conduct business in an ethical and consistent manner as provided by the M.O.
- Verification of customer satisfaction indices regarding our products and services with a focus on improvement;

3. Production:

- To maintain production capacity (€/h) and adequate performance;
- To monitor and contain the process NCs, to strengthen corrective and preventive actions.

4. Purchasing

- To maintain ethical relations with suppliers;
- To strengthen the planning and management of raw material requirements, controlling their compliance in line with the quality system standards;
- To identify alternative suppliers for the main raw materials ensuring ethical competition.

5. Marketing:

- To develop commercial penetration within new countries;

6. Integrated system management:

- To keep the Integrated System up-to-date, implemented in compliance with the UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI ISO 45001:2018 regulations.
- To ensure the application of the M.O. and of the Code of Ethics.

7. Personnel:

- Continuing ethical conduct, demonstrating attention to staff needs;
- Ongoing training and instruction;
- Improvement of the technology used in the process.

8. Safety and Prevention:

- Continuous improvement of health prevention, protection and surveillance in accordance with the relevant laws and regulations;
- Continuous updating of risks and formalisation of the status and interventions to be carried out.

9. Environment:

- Optimisation of waste production;
- The use of products that are non-toxic and non-carcinogenic for the person and for the environment.
- Energy optimisation at all levels.

10. Control of products:

- Checking the quality of the products with the aim of verifying compliance with both the necessary technical and contractual requirements and with those defined by customers.

GENERAL MANAGEMENT