

**5.2.1 DEFINITION OF THE CORPORATE POLICY**

The mission of OFFICINE OROBICHE S.p.A. is to guarantee the supply of reliable products capable of meeting the needs of customers and of stakeholders.

The company constantly strives to guarantee and improve the workers' safety and the commitment to safeguard the environment and respect Social Responsibility.

The integrated manual for Quality, Environment, Safety and Social Responsibility Management represent a tool used by OFFICINE OROBICHE to implement its mission, and this Policy summarizes the commitments inherent in said mission.

Commitment focused on customer satisfaction, through:

- The definition, formalization and dissemination of this Policy
- Communication with the customer and with the public at large for the purpose of understanding their needs
- The design and development of products able to satisfy the users' needs
- The involvement, motivation and development of the professional skills of all personnel
- The definition and achievement of continuous improvement objectives of its own performance in order to adapt itself to evolutions in the sector, and the efficient management of its processed for the purpose of using the company resources as best as possible
- The maintenance of a Quality, Environment and Safety Management System that meets the requirements set out in the PED and ATEX reference directives.

Commitment focused on reducing the environment impact and on safeguarding workplace safety, through:

- The definition, formalization and distribution of this Policy
- The definition and achievement of environmental and safety improvement objectives
- The identification and evaluation of the environmental effects and of the risks due to accidents, accidental events, potential emergency situations pertaining to both the products and to the production process
- The transposal of standards and laws, managing regulatory changes, studying the applicability and strict compliance with said standards and laws, as well as the use of "best practice" rules
- The continuous improvement of its own organizational and technical skills capable of minimizing the environmental impact and the risks tied to its activities
- Control of its own supply chain, not only from a quality standpoint but also in terms of safety and the environment



- The reduction of environmental impact, the prevention of work accidents and occupational diseases, the elimination of hazards and the reduction of the risks and of the risk factors pertaining to the safety of personnel involved for various reasons in the company activities
- Continuous adjustment to growing needs in the field of safety and environmental protection, where possible through a suitable planning of the activities and initiatives in these fields
- Enhancing personnel awareness within the company and the awareness of any external staff involved in the activities of OFFICINE OROBICHE S.p.A., by disseminating knowledge and issues pertaining to safety and environmental protection and to technical and organizational disciplines
- Continuous information and training measures in the area of safety involving all personnel
- Consultation and participation of workers

Commitment focused on compliance with Social Responsibility principles, through:

- The transposal of national and local laws, of employment contracts and of international conventions dealing with personnel management
- Continuous action aimed at personnel growth as regards their professionalism and career advancement
- Selection of its suppliers so that they are guaranteed to comply with the ethical principles which the company itself complies with
- The dissemination of Sustainability principles inside and outside the company

The company policy, the objectives and the company's consequent commitments, broken down by company function, are defined, formalized, monitored and reviewed at least once a year or in the event of changes affecting the organization