

Policy for Environmental, Health, Safety and Quality Integrated Management System (EHSQ)

The purpose of CEG Elettronica Industriale S.p.A. is to operate in the field of design and construction for the production of electronic and electromechanical equipment and systems.

Running and successfully operating the organisation requires a systematic, transparent and shared management, an organisation that is aware of the need for total respect for the environment, an organisation that has a proactive attitude towards social responsibility and protecting health and safety in the workplace.

The implementation of an Integrated Management System, in compliance with the <9>UNI ISO 22163, IRIS, UNI EN ISO 9001, UNI EN ISO 14001 and UNI ISO 45001 standards, is a way to ensure the satisfaction of the requirements relating to Quality and Safety of its products, Safety in the workplace, Environmental protection, stakeholder's satisfaction and to lead the company towards *continuous improvement of performance*.

The activities are conducted in compliance with current legislation, both in terms of health and safety in the workplace and the environment. The development of the management system is conducted taking into consideration the indications of the following references:

- ILO Convention 1 (Hours of Work – Industry) and Recommendation 116 (Reduction of Hours of Work);
- ILO Convention 14 (Weekly rest – Industry);
- ILO Conventions 29 and 105 (Forced Labour and slave labour);
- ILO Convention 87 (Freedom of Association);
- ILO Convention 98 (Right to Collective Exchange);
- ILO Conventions 100 (Equitable remuneration for men and women for work of equal value);
- ILO Convention 102 (Social Security - Minimum Standards);
- ILO Convention 111 (Discrimination in respect of employment and occupation);
- ILO Convention 131 (Minimum Wage Fixing);
- ILO Convention 135 (Workers' Representatives Convention);
- ILO Convention 138 and Recommendation 146 (Minimum Age);
- ILO Convention 155 & Recommendation 164 (Professional Health & Safety);
- ILO Convention 159 (Vocational Rehabilitation & Employment/Disabled Persons);
- ILO Convention 169 (Indigenous and Tribal Peoples);
- ILO Convention 177 (Domestic Work);
- ILO Convention 181 (Private Employment Agencies);
- ILO Convention 182 (Worst forms of Child Labour);
- ILO Convention 183 (Maternity Protection);
- ILO Convention 190 (Elimination of violence and harassment in the world of work);
- ILO Recommendation 200 on HIV/AIDS and the World of Work;
- The International Covenant on Economic, Social and Cultural Rights;
- The International Covenant on Civil and Political Rights;
- The United Nations Convention on the Elimination of All Forms of Discrimination Against Women;
- The United Nations Convention on the Elimination of All Forms of Racial Discrimination;
- UN Guiding Principles on Business and Human Rights;
- Universal Declaration of Human Rights;
- The United Nations Convention on the Rights of the Child;
- The Laws of other States with a possible impact on the organisation, if more stringent than those mentioned above;

Observing, but not limited to, the following laws and rules:



- Italian Legislative Decree 345/99, on child labour
- Italian Legislative Decree 81/2008 et seq. on safety
- EEC Recommendation of 27/11/1991, on the protection of dignity at work
- Art. 2106 of the Italian Civil Code and art.7 of the Statute of Workers on disciplinary practices;
- The Italian National Collective Labour Agreement
- Italian legislation on the containment and management of the spread of the COVID-19 epidemic

More specifically, the organisation is committed to:

- Promote respect of obligations of compliance in all fields: Environment, Health, Safety and Quality;
- Protect workers;
- Protect minors and young workers. CEG condemns child labour and implements specific plans of assistance for young workers;
- Not to use and/or not to favour in any way any form of forced labour;
- Maintain the health and safety of workers and the workplace;
- Marketing quality products respecting high standards of technical safety;
- <9> Raise awareness among all collaborators and employees on the issue of environmental, economic and social sustainability and make all stakeholders more aware of the problem of *climate change* with concrete actions to improve environmental performance and minimize environmental impacts and encourage protection of the environment;
- Avoid any form of discrimination;
- Prevent and combat violence and harassment in the workplace;
- A Correct and shared use of disciplinary practices;
- Use a specific management system that allows the monitoring of their own performance and continuous improvement;
- Meet the needs and expectations of customers and interested parties.

Top Management considers the following objectives as a priority:

- Customer satisfaction and all interested parties (internal and external), towards which continuous and constant attention is paid in order to identify and fulfil their expectations, to share their objectives and to increase their satisfaction within the limits defined by the mandatory provisions and other requirements which may be adopted by the company itself, in coherent way, with the guarantee of solutions of high reliability and sustainable development;
- Monitoring and improvement of environmental performance;
- Monitoring and improvement of health and safety performance in the workplace;
- Elimination of dangers and reduction of risks in the workplace;
- Consultation and participation of workers;
- Protection of the environment and prevention of pollution and accidents at work;
- Reduction of environmental impact of the activities and optimization of the use of resources;
- Failure prevention;
- Constantly check the compliance of products and processes with the pre-established quality and technical safety requirements;
- Maintain adequate reputation on the market;
- Increase user, customer and stakeholder trust;
- Improve the relationship with the institutions;
- Improve the company climate.

In the pursuit of the objectives, a fundamental aspect is the collaboration of suppliers, who are requested to commit to shareable objectives, to guarantee the standard of quality required by CEG for their supplies, through the involvement of designated personnel and the documented monitoring of the service provided.

The **Top Management** of CEG is committed to maintain an active Integrated Management System that is consistent with the following commitments:

- To ensure the long-term supply of products that are highly customised to the needs of the customer (custom) at competitive prices;
- To offer the market, together with the product customization, a high standard in terms of quality, safety, service;
- To ensure the organizational development of CEG in terms of managerial and operational flexibility and the individual responsibility of employees;
- To minimize any negative impacts to the surrounding environment, where technically and economically sustainable;
- To Optimize the use of water and energy and waste production, encouraging recycling;
- To Ensure the integration of mandatory requirements and the management system into the company's business processes;
- To promote a process-oriented approach and *risk-based thinking*;
- To assure the availability of resources;
- To promote and developing efficient, Environment, Health, Safety and Quality management;
- To guide and support workers to contribute to the development of a culture in the organization that supports the Integrated Management System;
- To support personnel within management roles and protect them from retaliation following reports of accidents, dangers, risks and opportunities;
- To inform employees, partners, customers, stakeholders (e.g., suppliers, public institutions, associations and the community in general).

The **Top Management** intends to constantly maintain its commitment to aspect such as Environment, Health and Safety in the workplace, consolidating the quality and safety of its products and services and ensuring and promoting the continuous improvement. For this reason, promotes awareness meetings and training courses, information and specific training in order to improve the professionalism of the staff and their involvement and participation to achieve the corporate objectives, contributing to increase the level of knowledge and awareness of the personal responsibilities inherent to Quality, Environment and Safety. In this sense, the responsibility for managing the Integrated Management System concerns the entire company organization, from the Employer to each worker, each according to their own duties and competences. Each function is assigned a well-defined responsibility, the necessary resources and precise controls are implemented to verify the effective and efficient implementation of the Integrated Management System.

CEG's commitments are translated into an annual plan of objectives, measurable indicators and targets, according to a structural framework that correlates both the needs of our customers, of stakeholders and workers, and compliance with the mandatory requirements, with the objectives of the organisation. The latter are assigned to the relevant levels of the organisational structure.

Top Management intends to promote a methodological approach within the organisation focused on the systematic collection of data and their timely analysis, aimed at increasing awareness of the achievement of results related to quality, the environment, product and workplace safety and commitment of the entire organisation in social sectors.

Measuring is key. Without measuring, control is not possible. Without control, it is not possible to manage. Without management there is no way to improve.

Top Management is committed to sustainable development, by making available resources and means adequate to the objectives and targets in terms of expertise, equipment, information, economic and financial resources, and ensures constant monitoring of their adequacy, also in consultation with the stakeholders.

Top Management is committed to ensuring that all employees have the right to work in an environment free from demoralising influences resulting from harassment or unwelcome, offensive or improper behaviour.

Top Management has adopted, and undertakes to comply with, a policy against corruption, aimed at strengthening the prevention and countering of corruption in the directions stressed by national and international bodies, **Anti-Corruption policy**.

Top Management undertakes to prevent within the organisation any acts of corruption, identifying as "corrupt activities" all those activities that involve:

- The giving or taking of bribes;
- Mediation in the giving or taking of bribes;
- Malpractice;
- Commercial corruption;
- Facilitated payments;
- The illegal use of a position held by a public official in order to obtain benefits and rights for himself/herself or for other persons;
- Unlawful donations;
- The guarantee of illicit rights.

The company policies are reviewed annually and, where required, are updated in relation to the results obtained or in the case of significant changes to the corporate structure or to the external environment.

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