

## INTEGRATED POLICY: QUALITY, ENVIRONMENT, SAFETY

The integrated policy on quality, environment and safety adopted by BERKEM aims to have a deep impact on its company management system and meet customer needs through the supply of products and services of the highest quality and greatest value, by fully respecting the environment, safety at workplace and the prevention of pollution caused by its activities.

Our company proposes to implement this policy through the following actions, engaging to:

- a) guarantee the effectiveness and efficiency of the services provided so that they meet the contractual requirements, the explicit and implicit expectations of the customer and the standards established by the reference legislation, by attributing tasks, responsibilities and procedural work methods;
- b) improve the economic result of the processes by consequently increasing the net profit margin;
- c) guarantee the availability and visibility of the registrations, or of all those data that represent the objective proof of the service quality;
- d) promote the participation, consciousness and training of the personnel in order to acquire awareness regarding the effects of their behavior with respect to Quality, Environment and Safety at the workplace;
- e) measure the level of satisfaction of internal and external customers;
- f) select suppliers using standards that include the assessment of their attention to quality, environmental and safety topics in accordance with this Integrated Policy and involving them in shared improvement initiatives that strengthen their qualification;
- g) strictly comply with all the compulsory requirements of the Legislative provisions applicable to its activity;
- h) implement an environmental monitoring plan to prevent the environmental impacts of its activities;
- i) assess in advance the environmental impacts of any new activities or alterations to existing ones;
- j) check the quantity and type of materials and resources used for the proper definition of the safety indicators regarding environment and workplace;
- k) strictly comply with the legal obligations on OHS and undertake to follow the standards identified through the risk assessment of its activities where laws and regulations did not exist;
- l) training and informing the personnel (with particular attention to new employees) regarding topics relating to corporate safety and the risks associated with the activity carried out and the related prevention and protection measures to be implemented in order to guarantee the safe performance of their tasks;
- m) ensure that the entire business structure manages its activities by focusing on preventing accidents, injuries and occupational diseases, according to its duties and skills;
- n) monitor any emergency situations that may have effects on the environment and on the health and safety of their employees and any other people present, as well as taking into consideration the needs of external emergency services and emergencies potentially deriving from surrounding companies;
- o) pay attention to the environment in which it operates by using appropriate resources and sustainable purchases for the protection of the territory and the improvement of the environmental impact of its production processes by means of system investments.

The Integrated Policy is disseminated to all internal and external personnel and periodically updated in relation to changes in the organization as part of the review activities by the General Management.