



## Company Policy

# Integrated Quality, Health, Safety and Environment Management System

Demont S.r.l. has decided to draft, apply and maintain an Integrated Quality, Health, Safety and Environment Management System that constantly adapts to the evolution of the company and to the regulatory frame of reference, in accordance with the requirements of UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI EN ISO 45001:2018 and UNI EN ISO 3834-2.

Demont S.r.l. considers the Integrated Management System an important tool closely linked to the company's business, i.e. a real added value for the organisation with the power to generate returns, both economically and in terms of customer satisfaction.

The Integrated Management System Policy at Demont S.r.l. is considered the guideline for improving the company's performance. Its aim is to lay down the organisation's principles of action and corporate purpose, and act as a reference framework for setting objectives for Quality, Health and Safety, and the Environment.

Demont S.r.l. is committed to continuously reducing the environmental impact of its production processes, activities, products and services.

Additionally, the company's first priority is to pursue, maintain and continuously improve the safety of its workers and the protection of their health in the workplace, in order to ensure safe and healthy conditions for the prevention of occupational injuries and diseases.

With regard to the Integrated Policy and the company's commitment to formally pursue it, Demont S.r.l. declares that it will:

- Strive to totally meet the requirements and expectations of the relevant Stakeholders
- Constantly monitor the context, both internal and external, in which it operates
- Scrupulously assess the risks and benefits of its processes
- Maintain a high quality standard of the products it supplies
- Undertake constantly to improve its Integrated Management System
- Take an active role in guaranteeing the protection of the environment during the performance of its activities, using all the measures required to prevent pollution and promote environmental improvement objectives from a sustainable development perspective
- Meet all applicable, legal and other requirements
- Meet its compliance obligations while ensuring that it applies all the measures required to control its environmental impacts
- Ensure compliance with the laws and regulations in force on Health and Safety in the Workplace
- Raise the awareness of suppliers and contractors on environmental, health and safety issues and demand their compliance with the policies adopted by the Company
- Develop and implement training and awareness-raising programmes for its staff on the Integrated Management System, to raise the awareness of employees on the effects and consequences of their activities
- Inform Customers and Suppliers of its commitment to environmental protection, health and safety, while maintaining relationships of active cooperation with said parties
- Commit to operating in compliance with the laws, rules and regulations, including all requirements stipulated between the Company and its Stakeholders
- Disseminate this document to all staff and make it available to all internal and external Stakeholders
- Introduce and maintain up-to-date management and surveillance procedures for the constant control of staff health and safety and for action to be taken in the event of non-conformities, anomalies or emergencies
- Develop programmes, goals and targets and, in addition to appropriate material resources, assign trained and efficient human resources to implement them
- Encourage information, educational and training activities, involving all operators. Make them aware of their individual obligations, of the importance of each of their actions in the achievement of the expected results and of their responsibility for health and safety

- Provide safe and healthy working conditions for the prevention of occupational injuries and diseases
- Pursue the goal of zero accidents, injuries and occupational diseases
- Adopt medical surveillance
- Identify the potential hazards of the activities and assess in advance the risks to staff of activities already in place and/or of each new activity and/or process introduced, so that solutions can be adopted to eliminate hazards and reduce risks
- Encourage consultations with workers and their active participation
- Set up appropriate channels of communication, both internally and externally, particularly with Public Authorities
- Perform internal audits to ensure that the requirements of the Integrated Management System are implemented and that compliance with them is maintained
- Periodically monitor the effectiveness of the Integrated Management System, including through the management review
- Have actual or potential non-conformities analysed
- Periodically review the risk assessment irrespective of any changes that might have been made.

Demont S.r.l. has also adopted an Alcohol and Drugs Policy that prohibits the possession, use, sale and distribution of illegal or controlled substances in the workplace without a proper medical prescription, and prohibits the consumption of alcohol and spirits in any work environment both during and prior to working hours.

The Organisation will do its utmost to ensure that staff are properly informed and trained on the risks deriving from the use of alcohol and drugs in general, and in the workplace.

Demont S.r.l. has also adopted an organisational model in accordance with Italian Legislative Decree no. 231 and issued a Code of Ethics approved by the Board of Directors and the external Supervisory Board, which defines the business ethics values and responsibility that the company - at all levels - acknowledges, accepts, shares and assumes in its internal and external relations.

The values expressed in the Code of Ethics coincide with the fundamental principles of the Integrated Quality, Health, Safety and Environment System.

In applying its Integrated Quality, Health, Safety and Environment Management System, Demont S.r.l. also operates in accordance with UNI EN ISO 3834-2: 2021.

Demont S.r.l. is committed to promoting the values of diversity, inclusion and gender equality as well as supporting female empowerment, as founding values of a corporate culture that ensures respect of people's rights and freedom.

The company has decided to adopt a Gender Equality Management System that complies with UNI/PDR 125:2022 guidelines to encourage, develop and maintain a socially acceptable and inclusive work environment.

This Policy shall be communicated to all suppliers/subcontractors on the stipulation of contracts, as well as to all internal and external stakeholders.

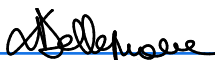
Every person operating in Demont S.r.l. is required to actively take part in the undertaking deriving from this policy: the awareness and sense of responsibility of each person must always be underpinned by the certainty of attaining constant improvement in their performance.

**Demont S.r.l.**

Chairman of the BoD

Employer

CEO

  
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Millesimo, Dicembre 12<sup>th</sup>, 2023