

HEALTH & SAFETY, SOCIAL RESPONSIBILITY, ETHICS, ENVIRONMENT, QUALITY

The key factor underlying growth is the sustainable undertaking to understand the needs and expectations of interested parties and stakeholders, identifying efficient policies and strategies to achieve predefined objectives for which Management provides suitable resources.

The success of the company depends on the set of skills and contribution of all staff. The aim is to create an environment that encourages teamwork and promotes active participation.

The essential evaluation criteria when selecting collaborators includes:

1. Competence and knowledge;
2. Fairness and frankness, as well as mutual trust and respect.

The company must be recognised as an organisation with a high capacity to satisfy the needs and expectations of interested parties and stakeholders, and also of the applicable mandatory requirements in compliance with the laws and regulations, becoming a point of reference in the context in which it operates, compatibly with the nature of the evaluated risks and opportunities derived therefrom, using the risk-based-thinking process approach.

To this end, the company undertakes to pursue the following **GENERAL** principles with an integrated approach:

1. Identify hazards and pre-assess risks, identify advantages and evaluate opportunities derived from any activities already in place and for all new activities and/or processes, in order to be able to adopt solutions able to prevent anomalies and in any case mitigate, insofar as technically possible, the risks generated and their effects;
2. Define measurable improvement objectives, guaranteeing their achievement through adequate planning and monitoring of performance;
3. Raise awareness regarding the fact that each collaborator is responsible for aspects concerning their own work and the continuous improvement of processes;
4. Establish tight collaborations with the company Suppliers and Contractors, requesting that they respect the policies, laws and sustainable commitments adopted by the company, monitoring their performance and providing clear information for the acquisition of products and services;
5. Educate, inform and train staff in regards to the main sustainability issues, the correct fulfilment of company activities, in accordance with that described in this Manual and in the Procedures of the Quality, Safety, Environment Social Responsibility Management System, and also the Code of Ethics;
6. Promote the involvement of workers and their representatives in managing and improving the system and daily activities they each perform;
7. Guarantee workers and their representatives, and any public parties involved, Clients, Suppliers, and all interested parties and stakeholders in general, that each single operating stage will occur in compliance with current legislative provisions, also through consultation and participation, minimising the number of non-conformities, continually evaluating their type and cause.

Moreover, the company undertakes to observe the following **SPECIAL** principles with a separate schematic approach:

HEALTH & SAFETY

1. Guarantee the health and safety of workers in the workplace;
2. Prevent near misses, accidents, and occupational illnesses;
3. Encourage the progressive elimination of risks connected to the presence of substances and mixtures hazardous to the Health & Safety of workers at the company premises, otherwise replacing them with less hazardous ones;
4. Operate using equipment, machinery and systems compliant with current Health & Safety legislation, guaranteeing the presence of a healthy workplace for all those who operate on behalf of the company.

SOCIAL RESPONSIBILITY

1. Promote the culture of social responsibility;
2. Prevent the violation of human rights;
3. Guarantee equally distributed conditions of human well-being, thus making it possible to exercise the right to live in an environmental and socio-economic context allowing the expression of one's own individuality;
4. Confirm the conviction that the fair and transparent management of one's own "human heritage" is extremely important and that employees, suppliers, external collaborators and all stakeholders in general must comply with the principles of social responsibility;
5. Believe in sustainable development, attribute value to people and support the argument that the application of sustainability contributes to achieving economic results;
6. Do not use or support under-age and child labour, safeguarding children's right to education during the compulsory schooling age;
7. Suppress the use of forced and unfree labour, in any form and excluding any form of pressure, coercion and threats;
8. Guarantee respect for human rights and workers' rights in trade union matters, such as for example freedom of association and the right to collective bargaining;
9. Denounce all forms of discrimination, unequal treatment and harassment, in the context of recruitment and employment, wages, social benefits, access to education, career promotions, and based on issues of diversity, race, nationality, religion, disabilities, gender, sexual preferences, trade union memberships, political affiliations, etc., encouraging the anonymous reporting of any violations;
10. Fully and impartially apply the national collective bargaining agreement to all employees, paying the established salary and making the relative social security, welfare, and insurance payments;
11. Guarantee the protection of maternity and paternity, as well as disadvantaged people;
12. Share the definition of Corporate Social Responsibility-CSR, which, in addition to the aim of profit and cost-effective management, for socially responsible enterprises should incorporate the aim of generating value not only for shareholders and partners, but all interested parties and stakeholders.
13. Support activities aimed at resolving conflicts and suppressing the violation of human rights associated with the extraction of certain minerals, tin, tantalum, tungsten and gold, classified as 3TG, from the region classified as a "Conflict-Affected Area" located in the Eastern part of the Democratic Republic of the Congo (DRC) and neighbouring countries.

ETHICS

1. Adopt virtuous, ethically oriented behaviour;
2. Pursue the principles indicated in the Code of Ethics available on the company website.

ENVIRONMENT

1. Maintain the environmental balances influenced by identified aspects;
2. Prevent the emission of pollutants in the atmosphere, soil and water;
3. Promote the Life Cycle Assessment-LCA, both for the organisation and for the products developed;
4. Activate investments and promote awareness among interested parties and stakeholders in an approach aimed at reducing the consumption of resources, in particular electricity, gas, water, plastic, etc.;
5. Activate investments and promote awareness among interested parties and stakeholders in an approach aimed at reducing atmospheric emissions, in particular greenhouse gases (GHG);
6. Ensure best management of the waste produced, guaranteeing the highest commitment in encouraging recycling and recovery activities;
7. Protect the soil, surface and underground waters from possible pollution and alterations;
8. Guarantee the constant efficacy of the equipment used in order to reduce its impact on the Environment and possible pollution;
9. Encourage the progressive elimination of risks connected to the presence of substances and mixtures hazardous to the Environment at the company premises, otherwise replacing them with less hazardous ones;
10. Plan any activities that may interfere with species and natural habitats to avoid and prevent the occurrence of negative impacts on biodiversity.

QUALITY

1. Satisfy the requirements of the Client, interested parties and stakeholders;
2. Prevent product and/or process anomalies to reduce waste and inefficiencies;
3. Identify needs for technological innovation to develop new products and processes in accordance with market expectations;
4. Monitor Client satisfaction levels in order to improve perceived Quality, delivering a high-value product and service.

In conclusion, and at the basis of that stated thus far, the main objectives are to guarantee a constant commitment to the real and continuous improvement of the performance of Company Quality, Safety, Environment, Social Responsibility, Ethics and therefore the prevention and reduction of anomalies.

SEA SPA Management

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