



The key factor behind growth is the sustainable commitment to satisfy Customers through the achievement of the objectives defined by the Customers themselves.

The success of the company depends on the ability and contribution of all personnel. The goal is to create an environment that encourages teamwork and that promotes active participation.

The basic evaluation criteria for the recruitment of the employees are the following:

- Competence and awareness;
- Fairness, openness, and mutual trust and respect.

The company must be recognized as an organization that:

- Offers high-quality products and services, with an excellent ability to meet both the Customer's requirements and the applicable legal requirements, thus becoming a reference point within the context in which it operates, all in keeping with the nature of the risks assessed and the resulting opportunities, using the risk-based-thinking process approach;
- Operates in compliance with the applicable laws and regulations, with Environmental protection being one of the basic rules of conduct, along with the commitment to ensuring Safe and Healthy working conditions in order to prevent accidents and occupational diseases, all in keeping with the nature of the risks assessed and the resulting opportunities, using the risk-based-thinking process approach.

In this regard, SEA SPA is committed to pursuing the following principles:

- Defining measurable Quality, Safety, and Environment improvement objectives, and ensuring their achievement through proper planning and performance monitoring, even with the constant control of the foreseen realization phases;
- Each employee/partner is responsible for the Quality, Safety and Environment aspects of their work and for the continuous improvement of processes aimed at reducing non-conformities and the waste of resources;
- Establishing close working relationships with Suppliers, monitoring performance and providing clear information for the acquisition of products and services that may affect product Quality, the Environment, and the Health and Safety of workers.
- Training, educating and informing staff about the key Quality, Safety, and Environmental issues, and the proper conduct of the business activities as described in the Quality, Safety and Environmental Management System's Manual and Procedures.
- Encouraging employee involvement in management and improvement of the system and the daily activities performed by each;
- Properly managing all waste produced, ensuring the highest commitment to promoting waste recycling and recovery;
- Protecting soil, surface water and groundwater from possible contamination or deterioration;
- Ensuring the continued effectiveness of the equipment used in order to reduce their Environmental impact, both in terms of atmospheric emissions, and in terms of noise pollution and the safety of workers;
- Encouraging the progressive elimination of risks associated with hazardous materials, especially asbestos, at the company headquarters;
- Working using equipment, machinery and systems that comply with current safety regulations, while ensuring a healthy work environment for all those who work on our behalf;
- Identifying hazards and assessing risks for personnel and potential environmental effects for each new activity/process, in advance, in order to adopt solutions to prevent accidents, occupational disease, the production of pollutants and to minimize, as much as technically possible, the risks generated and/or their effects;
- Raising the awareness of Contractors and Suppliers by requesting their compliance with policies, laws and commitments regarding Environment and Safety adopted by the company;
- Assuring the workers, the workers' representatives, the Customers, the Suppliers, and the public parties concerned, that each operational phase takes place in compliance with the current laws, even through consultation and participation, while at the same time minimizing the number of non-conformities and assessing the type and cause of non-conformities that do occur.

To the extent of their own areas of competence, all the company's resources are committed to achieving the goals set, and the General Management ensures that the resources necessary to meet these goals are provided.

In conclusion, and underlying the above-mentioned points, the main objectives are to ensure a concrete and continuous improvement of the Company's Quality, Safety and Environmental performance, and a consequent prevention and reduction of product and service anomalies, pollution, accidents, and occupational diseases.