

With this company policy document, the company undertakes to make qualified human resources and adequate capital goods available, allocating economic resources aimed at pursuing the objectives of improving the safety and health of workers, the environment and organizational quality, as an integral part of company management and as a strategic commitment with respect to the company's more general objectives of operational efficiency and effectiveness.

Bianchin e Poli considers fundamental the ability to supply products in line with expressed and unexpressed needs, in compliance with the laws applicable to the product and the quality system at competitive prices in full customer satisfaction.

For this purpose, the company has defined a set of activities, means and resources aimed at guaranteeing a continuous improvement process:

1. adapt the quality management system to the IATF 16949 specification;
2. reduce customer complaints;
3. reduce the costs of non-quality;
4. improve customer service;
5. comply with the regulations and laws regarding the environment and safety by implementing the guidelines of the ISO 45001 and ISO 14001 standards;
6. develop the education, training and involvement of workers in company problems;
7. develop a partnership system with suppliers;
8. improve production efficiency by incentivising human resources;
9. prevent and reduce the impacts of its activity on the environment by reducing the consumption of resources, such as electricity, water and fuels and increasing, where possible, recycling and environmental recovery and constantly ensuring the prevention of pollution through a reference framework of indicators of environmental performance, established and maintained also through the support of qualified external consultants;
10. Involve all stakeholders, making workers, suppliers, customers and the community aware of the commitments of this Integrated Policy as an integral part of the company in achieving the established health and safety and environmental objectives and making them responsible for the purposes to guarantee operational levels without risks deriving from their action;
11. Identify, evaluate and constantly keep under control all the health and safety risks associated with their work operations that could potentially involve their operators, and all interested third parties by identifying and implementing adequate protective measures to control these risks also in compliance with the DPCMs issued for the COVID19 emergency.

In order to involve all levels of the organization and suppliers, measurable objectives are defined for each process manager.

The company considers the satisfaction of the needs and expectations not only of its customers, but of all the subjects involved in the company processes, such as workers, public bodies, and the community in general, as a central element of the company's development and evolution.

The company adopts the ethical principles contained in the SA 8000 standards, rejecting the hiring of children and young workers (under 18), the use of forced labour, violent disciplinary practices, and any form of discrimination against workers, undertaking to guarantee safe and healthy workplaces, freedom of association and the right to collective bargaining, fair and adequate working hours and remuneration, fighting corruption and promoting internal codes of conduct and regulations, in compliance with the mandatory legislation.

The management also undertakes to:

- periodically review the Management System implemented to verify its adequacy and effectiveness, disseminating this policy throughout the company;
- make adequate human and technological resources available to continuously improve the corporate Management System;

Bianchin e Poli is also structured to deal with Business Continuity (BCM), a process that allows to continue critical operations during and after an interruption of activity, including natural or man-made events. Examples of events that can interrupt normal operations are the loss of personnel and strategic assets, the unavailability of IT infrastructures or critical applications, as well as the disruption of a supply chain essential to the business.

To reduce the impact of an event, it is necessary for all corporate functions to develop, maintain and periodically verify that their continuity plans comply with the corporate guidelines on Business Continuity. Each company function is responsible for ensuring that all employees understand their roles and responsibilities as outlined in these plans.

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The General Management