

Policy for Environment and Occupational Health & Safety

The Company adopts what Top Management establishes on the "Policy for Environment and Occupational Health&Safety " and defines the directives and objectives to be pursued in a clear, measurable and comparable way, periodically reviewing them.

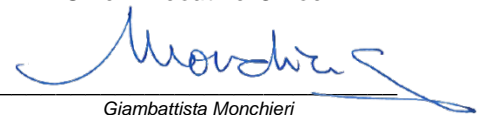
As regards the Policy for Environment and Occupational Health&Safety, the Management is concretely committed to:

- study and learn about the context and its evolution in order to be able to analyze and correctly evaluate its contribution in terms of impact on the environment and H&S, first of all for the identified interested parties;
- pursue the continuous improvement of its environmental and health and safety performance in the workplace by defining an improvement plan and the related objective sheets
- consider the environment and the workers' health and safety as a fundamental and integral part of company management; comply with all applicable laws and regulations relating to the environment and safety at work;
- operate in the best conditions of safety and environmental protection, guaranteed by an efficient organization, providing a safe working environment and using all human resources and optimal technological solutions in order to prevent and reduce injuries, accidents and occupational diseases
- confirm that the responsibility in environmental management and workers' safety concerns the entire company organization, depending on the assigned skills
- consider environmental protection, health and safety in the workplace and the related results as an integral part of company management
- prevent pollution and minimize the environmental risks related to the activities of Forgiatura A. Vienna by carrying out preventive assessments and continuously monitoring critical parameters.
- promote products and adopt processes with a lower environmental impact
- train and sensitize all personnel to respect for the environment and safety, developing a culture and a practice of behavior centered on environmental protection and personal health and safety
- carry out continuous prevention and improvement actions within the entire organization with:
 - training and information programs at all levels of the structure
 - analysis, reporting and assessment of risks, environmental impacts and everything that more generally relates to the environmental and health and safety fields,
- continuously reduce the risks associated with the work activities of its employees,
- involve and consult workers, also through their safety representatives,
- promote openness and dialogue with employees, the local community and the authorities.
- periodically review the Policy itself and the Management System, implemented in its entirety, to ascertain their continued suitability with respect to the set objectives,
- promote, document and spread within the corporate structure the objectives and related implementation programs of the Environmental and Safety Policy, making sure that it is well understood, implemented and supported at all levels of the organization.

The Management provides its staff with adequate tools and training in order to achieve the pre-established Environmental and Safety objectives and grants, to those who have direct influence, the authority to promote, propose and verify the correct application of the Integrated System

In the drafting of this Policy, the Management has extensively analyzed and taken into account the activity and size of the company structure, the nature and level of environmental aspects and risks present, the type of employment contracts and the results of monitoring.

Chief Executive Officer



Giambattista Monchieri

Rho, 7th January 2019