

The Senior Management at Cimolai, through this document, shows their commitment to respecting the Environment, Health and Safety of the interested parties included.

They have, in order to achieve this goal, established the introduction and the continuous improvement of a Management System in accordance with the voluntary standards UNI EN ISO 14001 and UNI ISO 45001.

The Management, through the disclosure of this document to all interested parties, expresses its principles in terms of respect and protection of the Environment and the Health and Safety of its Collaborators, committing itself to:

- Respecting the applicable law requirements, national and international regulations and Clients requirements;
- Identifying, analyzing and evaluating all work-related risks with the intent of eliminating and/or reducing injuries, incidents and anomalies as much as possible;
- Ensuring the correct and necessary Health surveillance (art. 41 D.lgs. 81/08);
- Developing and implementing specific procedures which guarantee the prevention and prompt answer to emergencies and accidents as well as the containment of their negative effects;
- Promoting awareness related to the themes of Health, Safety and Environment toward internal and external employees, while improving individual competences by means of proper training and information programs;
- Guaranteeing and supervising production activities in order to have the smallest possible impact on the environment.
- Evaluating, if technically possible, future developments to make use of the best available technologies for environment prevention and the Health and Safety of employees and contractors;
- Understanding the needs and expectations of partners and carefully assessing risks and opportunities;
- Carrying out eco-friendly management of resources and energy by using renewable sources, pollution prevention and environmental protection;
- Using sufficient resources to plan and execute activities to the achievement of these objectives, involving all of organization levels;
- Periodically defining HSE objectives to maintain continuous performance improvement;
- Performing checks, inspections, and audits to evaluate performances, re-examine objectives and programs as well as carrying out a periodical review of our policies to evaluate effectiveness and adopt consequent actions;
- Maintains and promotes the consultation and participation of workers and RLS and constructive communication relations with other interested parties and with the Authorities of the various sectors related to the environment/health and safety at work;
- Promote the reporting of near misses and dangerous situations for the environment and health and safety at work by workers and suppliers.

The Senior Management at Cimolai are aware that the consumption and administering of alcohol, spirits and drugs inside its plants and operating sites is absolutely forbidden, especially during production activities that have a high risk of injury.

Alcoholic tests in the workplace are performed exclusively by an Appointed Company Doctor or by Occupational Doctors for the risk prevention and safety of the workplace, under the supervision of the Local Health Department.

Cimolai's employees addicted to alcohol, drugs or psychotropic substances who want to access, even spontaneously, to therapeutic and rehabilitation programs (at the services mentioned into article 9 – paragraph 1, or at other rehab structures), will be supported by the Company through the application of article 124 of the Law on Drugs and Psychotropic Substances, Prevention, Care and Rehabilitation of the Substance Addiction, approved by decree n. 309 of the President of the Republic on 9th October 1990.

This current Policy is agreed upon, both by Cimolai and its partners.

Porcia, Employer and Environmental Officer,  
ing. Carmelo Bottecchia



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