



**GRÜNER**  
ARTICOLI TECNICI IN GOMMA

## INTEGRATED POLICY QUALITY, ENVIRONMENT, SAFETY AND HEALTH

Q.1.1 C Rev. 04 - Emessa in data 22 ottobre 2018

It is the general policy of Grüner srl to operate in compliance with the UNI EN ISO 9001: 2015 standard, the IATF 16949: 2016 technical specification, the ISO 14001: 2015 and BS OHSAS 18001: 2007 standards, as well as the various customer specifications, using an integrated management for quality, environment, safety, as an effective business management tool.

In order that the Policy is relevant to the expressed and unexpressed needs of our customers, it is our intention to produce parts and components:

- having characteristics suitable for the intended use in compliance with the construction specifications
- always be in line with the customer's needs
- maintain a production flexibility capable of satisfying the needs requested from time to time
- constantly improve company performance, in accordance with customer needs and with the best levels of the market.

To implement and support this Policy - which also coincides with our technical-organizational needs

- our Company is constantly committed to:
- satisfy the requirements of the Customer
- make use of suitable and flexible suppliers
- have staff available in relation to production needs
- modify the production programs in relation to the Customer's priorities
- train staff to comply with the rules on safety in the workplace
- keep the mechanical and computer technologies updated and efficient
- assess the risks associated with commercial activities and individual processes by analyzing and monitoring the context in which GRUNER s.r.l. operates, also evaluating the impact on interested parties, both external and internal; the management makes available the resources necessary for the management and reduction of the identified risks.

Our "mission" is aimed at creating added value for all interested parties, internal and external.

Our commitment is expressed in the following points:

- to understand the needs and be proactive in solving critical issues;
- to meet the requirements of the customer and, where possible, the needs of workers and other interested parties;
- to aim at the continuous improvement of performance, working conditions for OSH and the management of activities for the protection of the environment.

All the staff strive to achieve customer satisfaction and to pursue the continuous improvement of the safety and health of workers, sharing and defending the following values:

- 1) Safety: pursue - with continuous training and information for workers and female workers in carrying out their activities - the objectives of improving their health and safety; undertake to reduce accidents at work with careful analysis of risk situations and detection of "near misses";

- 2) Environment: constant focus on minimizing environmental impacts, commitment to minimizing pollution and manufacturing the product, in compliance with current legislation on the subject;
- 3) Quality: of the product and service, to meet the needs of the customer and other interested parties;
- 4) Ethics: carrying out one's duties aiming at the highest possible level of personal and moral integrity;
- 5) Profit: essential and aimed at the growth and development of business processes

To achieve these objectives, we aim to:

- be innovative, proactive and reliable;
- exhaustively assist the Customer and make us a reliable and reference subject for all other relevant interested parties;
- create synergy by working in cross-functional groups;
- to be all (without exception) fully involved in the pursuit of the objectives, making all our skills available to the Company;
- pursue a policy of continuous improvement - compatibly with available resources - in all sectors of activity;
- verify the results achieved over time in full transparency with the support of concrete data;
- build a solid partnership, mutual respect and ability to generate added value with Customers, Suppliers, Workers and all the remaining interested parties.

The Company considers its internal resources and strategic activities to be fundamental.

It hopes for the participation, in the decision-making process, of workers, in relation to experience, autonomy and the responsibilities assigned to each.

The Company takes action to increase:

- respect and collaboration
- trust and responsibility
- availability and professionalism, with a view to allowing - over time - the Company itself an increasingly mature, responsible and reliable growth of the Company.

Specifically, for safety, health and the environment, the Company intends:

- to maintain compliance with all applicable laws and regulations in the sector, both in and in the field environmental and health and safety, where possible improving with respect to what required by legislation
- to prepare the necessary resources to reduce emissions into the atmosphere and the workplace in the departments, ensuring the lowest possible impact on the environment and on the safety and health of workers
- continually train, update and sensitize employees about problems environmental and Safety and Health in order to raise their awareness on these issues, by holding constantly under control every episode of accident with or without injury, every report of illness that may arise from the work environment and any environmental criticality
- raise the awareness of all interested parties, internal and external, about environment and environmental issues safety and health in the interaction processes between the parties themselves
- maintain correct relationships with public administrations, public bodies and companies municipal companies with a view to maximum transparency in the completion of bureaucratic procedures companies, interfacing in an open and productive way with all local authorities and organizations of competent control
- establish and update periodic management reviews and update goals and objectives of improvement, implement the policy, as well as define the objectives for achieving the continuous improvement in all aspects of environment and safety

- communicate to anyone who requests it the information necessary to understand the effects of the company's activities on the environment, on the health of workers and all citizens, pursuing an open dialogue in all directions
- assess in advance the impacts on the environment and on the health and safety of new processes and modifications to existing plants
- take all necessary measures in order to reduce the impact on the environment and safety related to possible emergency situations.

The careful management of all available resources - human, environmental and economic - must allow a controlled development.

The Management intends to continue along the path traced with constant investments aimed at continuous improvement of its organization, ensuring its permanence on the market and one quality differentiation from the competition.

All staff are invited to always apply the provisions of the Policy and constantly, contributing to the improvement activities pursued by the Company.

Vische, 22/10/2018

The Management \_\_\_\_\_