

CORPORATE POLICY

QUALITY, ENVIRONMENT, HEALTH AND SAFETY

Gnutti Cirillo S.p.A. considers it fundamental to extend and support its Corporate Policy and Vision with a RISK BASED THINKING* approach, in order to identify the risks (and opportunities) of its Quality, Environment, Health and Safety System, and its constituent processes, which may affect the company's ability to achieve the objectives it sets.

It has therefore decided to

- *produce proof that the risks have been identified and that actions proportional to their consequences have been taken.*
- *perform Reviews of these actions.*

Gnutti Cirillo S.p.A. performs risk management in accordance with the UNI ISO 31000:2018 STANDARD, in the awareness that:

- *it creates and protects value.*
- *it is an integral part of all the organisation's processes.*
- *it is part of the decision-making process.*
- *it deals explicitly with uncertainty*
- *it is systematic, structured and prompt.*

To ensure this, Gnutti Cirillo S.p.A. has implemented and maintains a **Quality and Environment Management System** in compliance with the prerequisites of the **UNI EN ISO 9001:2015** and **UNI EN ISO 14001:2015** international standards.

It therefore undertakes to manage its Quality System correctly, with the aim of achieving complete customer satisfaction through improvements which involve the entire company.

Product quality is the result of the commitment of all departments and is based on the appropriate use and development of human resources, with the aid of systematic training programmes which involve all levels within the company.

The following objectives have been set in relation to the Quality Management System:

Satisfaction of the needs of internal staff, through:

- growth programmes,
- promotion of staff loyalty,

Satisfaction of customers' needs, through:

- completeness of the offering,
- availability of products in store,
- rapid deliveries,
- correct management of complaints.

Guarantee the quality of the products supplied, through:

- correct design,
- precise production,
- validation of production processes,
- specific testing of production processes,

Guarantee correct plant management, through:

- renewal of the machinery installed,
- correct maintenance of the machinery installed,
- measurement and monitoring of the efficiency of the production processes,
- improvement plans.

Guarantee the use of reliable suppliers, through:

- constant involvement

Guarantee the provision of new products, through:

- innovation
- new product development
- modifications to existing products.

Gnutti Cirillo S.p.A, is fully aware of the importance which must be given to environmental protection and the prevention of pollution, and it is therefore committed to making these values an integral part of the organisation's culture, in order to involve all staff in actions intended to safeguard the environment.

It has therefore decided to focus the efforts of all company staff, both employees and contractors, on the careful management of environmental factors, undertaking to:

- *maintain conformity with all current laws and regulations applicable to environmental matters.*
- *pursue continual improvement intended to prevent and reduce actual and potential environmental impacts related to its operations.*

The following objectives have been set in relation to the Environmental Management System:

- to monitor and if possible reduce energy and water consumption;
- to implement pollution reduction policies, involving all corporate staff;
- in the context of technological innovation, to prioritise the purchase of technologies which involve the reduction of the quantities of dangerous substances present and aid their recovery;
- to ensure that everyone who works within the company and deals with environmental aspects understands their environmental responsibilities and bears them in mind during their daily working activities;

- to maintain clear, transparent communications with external stakeholders with regard to the environmental impacts generated by the company's activities;
- to guarantee the disclosure and distribution of the contents of its Policy to company staff, suppliers and all those working on behalf of the company, the public and stakeholders;
- to launch actions to involve its suppliers in the correct management of the environmental factors related to their activities.

Gnutti Cirillo S.p.A. has also established internal procedures, in compliance with the **UNI EN ISO 45001:2018** international standard, in order to protect its workers' health and safety.

With effect from 2014 , Gnutti Cirillo S.p.a. has adopted an **ORGANISATIONAL MANAGEMENT AND CONTROL MODEL (M.O.C.)** and a **CODE OF ETHICS in accordance with Italian Legislative Decree 231/2001**; it is therefore committed to operating in compliance with the law and all relevant Regulations, to encourage correct, ethical behaviour not prejudicial to the company's moral and professional trustworthiness.

Responsibilities:

all Gnutti Cirillo workers, at all levels, are responsible for supporting the principles in the policy below, improving the company's qualitative and environmental performances where possible.

In particular, the management is responsible for its distribution, for motivation and above all for monitoring of the level of awareness within its areas of responsibility.

This Policy is distributed to all levels within the company and is available on the Internet site www.gnutticirillo.com

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Risk Based Thinking (RBT) is a spontaneous, unconscious prevention-based mental attitude.

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