

	INTEGRATED ENVIRONMENT AND SAFETY MANUAL	SECOND EDITION
		REV. 00 DATED 01/06/2021
SECT 5_2S	Occupational Safety and Health Policy	

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1.0 - Purpose

The purpose of this section of the Integrated Environment and Safety Manual is to define the commitments and objectives undertaken by Carpad Spa with reference to Health and Safety; the above in order to ensure a correct correlation between what has already been defined with regard to the Safety Policy and the practical operation of the company which can be determined from the objectives established by the Management, not only with reference to its own employees, but also to all external persons who come into contact with company business activities (parties involved).

In particular, the Management has established, implements and maintains an Occupational Safety and Health Policy (M5_2S/All. 1) which:

- is appropriate to the aims and context of the Organisation (including the nature, size and internal and external impacts of its business activities/products/services, and the nature and scale of OSH risks), and supports its strategic direction;
- provides a framework for setting and reviewing the organisation's objectives;
- includes a commitment to prevent occupational accidents and diseases;
- includes a commitment to comply with applicable requirements, its own compliance obligations and other requirements to which the organisation subscribes;
- includes a commitment to continual improvement of the Management System to enhance its performance;
- ensures a good relationship with the district and all parties involved, inside and outside the company.

2.0 - Definitions

The term '**health**' means a 'state of complete physical, mental and social well-being, not merely the absence of disease'. Health is regarded as a right and as such underpins all the other fundamental rights of individuals, and consequently of the various people involved in each business activity.

The term '**Safety**' means 'a diligent approach' aimed at workers' safety, achieved through compliance with a series of 'obligations' by the various figures involved in each company activity. In particular:

- Workers;
 - Designers, manufacturers, installers, machine and plant maintenance staff;
 - Employer;
- with regard to:
- how to carry out their work;
 - use of personal protective equipment.

3.0 - References

- Standard UNI EN ISO 45001: 2018;
- Standards referred to in Legislative Decree 81/2008 as amended;
- Risk Assessment Document.

4.0 - Scope

All the activities carried out at Carpad Spa and all the Corporate Functions mentioned in the Sections of this Manual.

5.0 - General principles

Safety, healthiness of the environments and comfort of the "company context" are the reference points of Carpad Spa's Management, which does not base its will on an abstract, albeit meritorious, principle of respect for the health of its collaborators, but on the awareness that a favourable context for people is an effective premise for a proactive activity.

These objectives imply the progressive and continuous improvement of the entire company system and this is pursued through an "Action Plan" that will be developed on the basis of the following guidelines:

- risk cancellation, where technology allows technical interventions suitable to counter potentially "at risk" situations;
- arousing awareness and training of staff so that they are aware of the potential risks associated with the conduction of activities;
- encouraging staff to adopt behavioural patterns that are functional to 'risk containment';
- monitoring and exercising authority in order to maintain appropriate behaviour with a view to 'risk containment';
- research and implementation of initiatives with a view to "continuous improvement".

6.0 - Occupational Safety and Health Policy

Carpad Spa's Occupational Safety and Health Policy is attached to this section of the Integrated Environment and Safety Manual.

Among the prerequisites is the commitment to pursue a policy of continuous improvement of safety levels and elimination of hazards.

Carpad Spa defines Safety objectives and programs, consistent with the Policy, to be integrated with the operational management of the production unit and the company development programs and ensures that the Safety and Health Policy and the related management system are understood and taken as reference by each member of the organization and that the system is supported by periodic and systematic training activities.

The Objectives and Targets are periodically evaluated and, if necessary, updated, usually on an annual basis during the Management Review.

7.0 - Distribution

The Occupational Safety and Health Policy document must be disseminated and communicated at all levels of the organisation: to this end, an extract of the Safety and Health Policy is distributed to each employee; the document is also available to the public outside the organisation by posting it on the "company notice boards" in the various buildings.

The Safety and Health Policy is disseminated outside the organisation through information channels such as the company website. Customers and suppliers visiting Carpad are given an informative brochure on the behaviour to be kept in order to minimise potential safety risks.

8.0 - Revision

The Occupational Safety and Health Policy document is subject to periodic revisions, following the conduct of the Management Review; this review allows the adequacy and effectiveness of the SGIAS to be assessed over time with a view to continuous improvement.

9.0 - Annexes

M5_2S/All. 1 Occupational Safety and Health Policy of Carpad Spa: statement

Occupational Safety and Health Policy of Carpad Spa: statement

The current Occupational Safety and Health Policy of Carpad Spa has as a prerequisite the commitment to pursue a policy of continuous improvement of its own performance in terms of Occupational Safety and Health, minimising, where technically possible and economically sustainable, any negative impact not only on its own employees during the performance of their duties, but also on all external persons who come into contact with the company activities (parties involved).

In particular, Carpad Spa intends to achieve the above-mentioned targets through the following actions:

- ensuring that its activities are carried out in compliance with the current legal provisions (Consolidated Act 81/2008 and subsequent amendments and supplements) and with any codes of practice subscribed to;
- making available suitable and sufficient resources to achieve precise objectives aimed at preventing/minimising accidents, injuries, occupational diseases and continuous improvement of OSH performance;
- ensuring that each member of the Carpad Spa organisation knows and uses the PPE defined and made available to workers, in order to limit the risk of damage to the health of the person;
- implementing and maintaining an effective Occupational Safety Management System in accordance with the requirements of the UNI EN ISO 45001:2018 standard and providing:
 - identification of hazards linked to the activities and assessment of risks in advance, adopting solutions capable of preventing accidents and professional pathologies, or in any case minimising, where technically possible and economically sustainable, their possibility of occurrence;
 - periodical updating of assessment of risks present in the company;
 - implementation of appropriate staff training programs on an annual basis;
 - definition of programs to improve performance in the field of health and safety at work, the implementation of which is assessed annually;
 - involvement of staff and their representatives in the planning and implementation of OSH activities;
- implementing awareness-raising initiatives in order to promote the attention of each member of the organisation, in particular with regard to compliance with the rules defined in the field of occupational health and safety;
- annually defining objectives and targets for Health and Safety, to be integrated with the operational management of the production unit and the company's development programs;
- ensuring that the Occupational Safety and Health Policy and the related management system are understood and taken as a reference by each member of the organisation and that the system is supported by periodic and systematic training and education activities;
- arousing awareness among market partners and suppliers of products/services working for or on behalf of the organisation, so that they are aware of the dangers for OSH related to the performance of their activities, and undertake to operate in compliance with safety procedures, contributing to the achievement of corporate objectives;
- ensuring the control of operations in an emergency, through appropriate plans and in coordination with the competent authorities, also in relation to the need to inform the population;
- maintaining open and collaborative relations with the Authorities and with all stakeholders in the field of OSH, so that a climate of transparency and mutual trust is established, and the respective areas of activity coexist in a compatible and synergic manner;
- dissemination of this Policy among employees, contractors, suppliers, visitors and any other party involved, so that they are aware of their responsibilities and apply the same standards required by Carpad Spa.

Fontaniva, 01.06.2021

The Managing Director
Benetti Andrea

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