

INTEGRATED COMPANY POLICY

(QUALITY, ENVIRONMENT AND SOCIAL RESPONSIBILITY)

The values of OMEGA FUSIBILI S.p.A.

- **CUSTOMERS' SATISFACTION:** the fidelity of the customer and the trust he puts in our products are the main indicators of our success.
- **QUALITY OF THE PRODUCTS:** safety and reliability of the product. We are confident that we always offer the best solution.
- **RESPECT OF THE ENVIRONMENT:** the environmental protection as the main element of the social responsibility of the company. This means to think eco-friendly.
- **GROWTH:** the constant training is what makes our workers efficient and motivated.
- **RESPECT:** attention to the rights and needs of our workers and to customer's demands. Seriousness and quality of the activities.
- **CONSTANT IMPROVEMENT:** always aim for the excellence of our products.

Omega Fusibili S.p.A. is aware that to reach success, hence the complete satisfaction of its customers, of the parts concerned and of the involvement of its workers, it is necessary to actuate a policy which looks to constantly improve its performances both technical for the customers' satisfaction and in the reduction of the environmental impacts in respect of the surrounding environment, in subject of health and safety at work, and in protection of the fundamental rights of its workers, coherently with the context in which it operates and with the needs and expectations of the parts involved.

OMEGA FUSIBILI S.p.A. works according to a quality system ISO 9001 certified and engages itself to pursue a policy of constant improvement of its performances, pointing its attention towards the Customer, minimizing every negative impact towards the environment, making available human and economic resources to reach the objectives of health and safety for the workers and operating according to the Standard SA 8000 in respect of the workers' rights mentioned below:

INFANT AND CHILD LABOUR

Refusal to employ infant and child labour in general, in the manufacturing cycle and in the whole chain of suppliers and sub-suppliers.

PENAL SERVITUDE

Refusal to use penal or forced servitude. It is prohibited to employ someone against his/her will and to recur to any kind of job under threat of punishment.

HEALTH AND SAFETY OF THE WORKERS

The right of safety and health in the workplace. OMEGA FUSIBILI S.p.A. makes available a safe and healthy workplace, with particular attention to an accurate evaluation and management of the risks and to a program of suitable training.

FREEDOM OF ASSOCIATION

Respect the right of union freedom and collective bargaining. OMEGA FUSIBILI S.p.A. will not preclude the election of union representatives nor the subscription of its workers to the unions. The union representatives will not be discriminated and the collective bargaining will be promoted.

RESPECT OF THE FREEDOM AND DIGNITY OF THE WORKERS

Any kind of physical, corporal and mental coercion, verbal insults or any other offence against the personal dignity of any worker or co-operator are prohibited.

WORKING HOURS AND SALARY

The right of fair salary and working hours. OMEGA FUSIBILI S.p.A. guarantees the wages established by the applicable legislation. The working hours should not exceed 48 hours per week, including the overtime which should be made only in exceptional occasions. In any case at least 1 day off per week will be guaranteed.

EQUALITY OF SALARY AND DISCRIMINATION

The right of equal salary between man and woman and the absence of discrimination. It is prohibited any unfairness which may jeopardize the right of equal salary between man and woman the task being equal. The right of equal opportunities must be respected both when hiring or resigning and in case of promotion and training. It is prohibited any form of discrimination, including the exclusion or the preference based on race, sex, age, religion, political opinion, nationality or social class.

OMEGA FUSIBILI S.p.A. has also chosen to undertake the path to obtain the certification of the Standards UNI EN ISO 14001:2015 to pay particular attention to the safeguard and protection of the environment. OMEGA FUSIBILI S.p.A. considers the protection of the environment a fundamental element of the social responsibility of the company. This means to think eco-friendly hence to reduce, where possible, the negative impacts of its own activity and to optimize the positive aspects to protect the natural resources, to reduce the consumption of energy and all the environmental aspects involved in the activity of the company.

For this reason OMEGA FUSIBILI S.p.A undertakes the following commitments:

- To respect the environmental legislative dispositions in force at Community level, national and local level, and all that is subscribed by its organization.
- To pursue the continuous improvement of the environmental performances through:
 - a. the involvement, training and awareness raising of the personnel in charge with the company's processes to help the diffusion of eco-friendly conducts including, where possible, customers and supplies by promoting an active co-operation in finding end experimenting methods and equipment with less environmental impact;
 - b. the preventive analysis of the environmental impacts generated by new activities and tenders, by modifications to the used plants and the totality of the activities made, considering the technological innovations offered by the market, their possible implementation and their economical sustainability;
 - c. the introduction of process control of its own environmental aspects through the planning of periodic monitoring activities;
 - d. the constant research to have "less impact" in the fulfilment of its own activities.

- To prevent environmental accidents and the pollution, through a continuous monitoring of its activities; to immediately intervene for their removal or reduction based on specific emergency procedures.
- With the same awareness raising and determination it considers of basic importance the safeguard of the health and safety of its workers. For such reason it activates to prevent accidents, injuries and professional illnesses and to assure that its products and operations do not compromise the health of the workers.

The improvement of the management of Quality and Environmental Systems, and Social Responsibility is monitored through the indicators relevant to specific objectives that annually OMEGA FUSIBILI S.p.A. sets. The objectives are also defined every year by the Management through specific plans of improvement which are shared with the internal workers.

Approved in Assago, March 18th 2019

Ciboldi Roberto

General Manager