

INTEGRATED COMPANY POLICY

(QUALITY, ENVIRONMENT AND SOCIAL RESPONSIBILITY)

OMEGA FUSIBILI S.p.A.'s values:

- **CUSTOMER SATISFACTION:** the customers' fidelity and the trust they put in our products are the main indicators for our success.
- **PRODUCT QUALITY:** safety and reliability of our products. We are confident that we always offer the best solutions.
- **RESPECT OF THE ENVIRONMENT:** environmental protection is the main element of the social responsibility of our company. This means that we think eco-friendly.
- **GROWTH:** constant training is what makes our workers efficient and motivated.
- **RESPECT:** attention towards the customers' demands, and our workers' needs. Seriousness and quality of our activities.
- **CONSTANT IMPROVEMENT:** always aim for excellence in 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 aims 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. considers environmental protection a fundamental element of corporate social responsibility. This means sustainable thinking and reducing the negative impacts of its activity by optimizing the positive aspects in order to safeguard natural resources, reduce energy consumption, waste production and all the environmental aspects involved in the company's activity.

Omega Fusibili S.p.A. is committed to respecting the environmental legislation in force at community, national and local level, and whatever else its organization subscribes to, also providing for the continuous environmental education of all those involved.

Omega Fusibili S.p.A., for all these reasons, operates according to a quality management system certified ISO 9001 - ISO 14001 and SA8000 and is committed to pursuing a policy of continuous improvement of its performance by continuously turning its attention to the customer, minimizing any negative impact on the environment, providing resources (human, instrumental and economic) to achieve the objectives of health and safety of workers and operating in accordance with SA 8000 in respect of the rights of workers 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.

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, January 23rd 2020

Roberto Ciboldi
General Manager