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With this document, the Management would formally like to give the orientation and the focuses of BERTO'S S.P.A. company as concerns *quality*, *environment* and *safety*, in conformity with specific standards such as ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

BERTO'S S.P.A. draws this Company Policies relevant to the following activities:

<p align="center">DESIGNING, MANUFACTURING AND SELLING OF PROFESSIONAL EQUIPMENT – GREAT KITCHENS, MADE BY PUNCHING, SPOT-WELDING, SATIN FINISHING, DEBURRING</p>
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In particular, the Management defines the Company Policies as follows:

- They are appropriate to the Company goals and they include the nature and dimensions of the environmental impact of the activities, the health and safety risks at the workplace as well as the products and services supplied by BERTO'S S.P.A. and given in the MI_Attachment 1_Analysis of the contest and the application field and the DA01_01_Document of Environmental Analysis,
- They support the Company's strategic choices,
- They build a reference pattern to establish the targets relevant to quality, environment and safety which are reported annually in the MG09_01_Plan of surveillance and measurement,
- They include the commitment to meet the applicable legal requirements as concerns the realization of the product, the protection of the environment, the prevention of pollution and the health and safety of their personnel,
- They include the commitment to the constant improvement of the Integrated System.

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Quality

The main issues to which BERTO'S S.P.A. Management wants to direct the attention of their collaborators are as follows:

- **The importance of the Customer**
Each one of us has to consider the Customer as the central element of the BERTO'S S.P.A. management system. We have to commit ourselves to understand the Customer's expectations and pursue the target to keep continuative and improving relationships. The Commercial Management will have to be responsible for the assessment and improvement of communication with the Customers.
- **The logic of the rules must be gradually replaced by the logic of targets.**
Each company area will be in charge of targets that will have to be achieved with the collaboration of each employee. The rules will not be abandoned but we have to aim at limiting, as much as possible, bureaucracy and useless formalism in favor of effectiveness and efficiency.
- **Each person shall aim at becoming their own leader.**
The Management will make sure that formation and sensitization are carried out in order to make the personnel understand that each internal activity has its own supplier from which we have to expect the best and a customer to whom we have to give our best.
- **Teamwork**
Teamwork needs to be favored with methods similar to the management of a ship crew. Each person should not limit themselves to only properly develop their task and achieve the established targets, but they have to also collaborate in order to make their other workmates improve.
Mistakes should not be hidden, as they should be an asset of knowledge and an opportunity to improve both as an individual and as a team.
Identifying mistakes is not for the purpose of blaming anyone, but for understanding the causes that have led to failure in order to repair and restart towards new future successes.
- **Collaboration, motivation, awareness and prosperity.**
To grow and thrive, BERTO'S S.P.A. needs to be surrounded by internal and external people who are deeply motivated by the awareness that their improvement and prosperity is directly linked to the company.
The improvement of people must be parallel to the improvement of resources and products (man – program – product synergy).
Each person who has a role or responsibility must commit himself/herself to understand and transmit the expectations of all collaborators, both inside and outside the company, to the Management.
- **Evolution of the management control system.**
Forecasting future developments, BERTO'S S.P.A. feels the need to optimize their management control system. The Management decided to potentiate the data management system and asks each collaborator to provide data promptly and precisely.
- **Constant improvement**
In order to thrive, BERTO'S S.P.A. must improve. Each collaborator is invited to provide advice on the critical points of the company for using the available resources more efficiently and effectively.
Critics are well received when they are accompanied by possible solutions.

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Environment

To keep and improve the environmental performance, BERTO'S S.P.A. aims at achieving the above targets with the following actions:

- Constant improvement of the Environmental Management System according to the UNI EN ISO 14001 standard.
The benefits detected after the adoption of the Environmental Management System are visible either in the company organization, such as the constant monitoring of the prescription deriving from the applicable rules, or in simplifying the environmental authorization procedures;
- Constantly monitoring the conformity of their activities and products with the law provisions in force and good manufacturing codes, if any;
- Promoting the responsibility of the employees at every level as concerns the environmental protection and providing formation and information programs for the personnel;
- Minimizing the consumption of natural resources and materials as well as the waste production by favoring recycling, if possible;
- Checking and reducing the environmental impact of existing activities and foreseeing possible impacts on new activities to avoid and/or manage emergency situations;
- Checking the quality and type of auxiliary raw materials and finished products;
- Guaranteeing environmental protection during the design phase of new products and processes by re-examining them periodically to minimize the environmental effects they generate by choosing the best available and most economical technologies;
- Conforming packaging, use and disposal of the products according to the criteria that minimize the impact of the products on the environment.
- Providing the users suitable advice relevant to the most important environmental aspects that concern the handling, use and disposal of products by inserting this information in the operating manual of the produced equipment;
- Defining the environmental targets to integrate them with the operating management of the premises and the company development programs.

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Safety

Besides following the law in force, BERTO'S S.P.A commits itself to adopt the principles, standards and solutions that are the *best practices* of their industry in order to guarantee their employees the utmost safety. And, in particular:

- the company commits to provide their personnel with safe and healthy work conditions to prevent accidents and work-related diseases, as well as diseases relevant to the work organization and the hazards for health and safety at the workplace;
- the company guarantees that the maintenance of the plants, machines and equipment dedicated to their activities is periodically carried out according to their manufacturers' instructions in order to safeguard the health and safety of employees;
- the company arranges operating methods, management and surveillance procedures and guarantees organizational patterns that are more and more efficient in order to reduce risks and preserve the health and safety of operators, third parties and other members of the community it belongs to;
- the company develops programs, targets and goals for achieving constant improvement;
- the company ensures all employees the information and formation of specific risks relevant to their tasks and guarantees the prompt update of regulations;
- the company makes sure that third parties receive proper information and formation about the specific risks of their performed activities;
- the company involves and gives responsibilities to the employees by means of their representatives and the personnel of contracting companies in order for them to collaborate to pursue the targets of protecting health and safety;
- the company develops profitable collaborations, set on complete transparency and trust, both internally and externally, as concerns health and work safety issues.

In this context, the Management asks and favors the participation of all collaborators in order for these commitments to give BERTO'S S.P.A. as many benefits as possible in performing efficiently and reliably all processes given in the Integrated System of Quality, Environment and Safety.

The responsibility to develop, share and update the Management System as well as to make sure that it is correctly applied is relied on the Integrated Management System Manager who is completely supported by the Management.

Every year, when the Management carries out the usual check, the targets for constant improvement are defined either for the realization of the product, the environmental performance and the safety and health of workers. These targets, defined by the Management and the Integrated Management System Manager, are reported (see the MG09_01_MG09_01_Plan of surveillance and measurement) and communicated to the process managers for being constantly monitored.

Moreover, the Management has decided not to disclose externally significant environmental issues; therefore, the documents relevant to the environment policies are confidential and reserved to the Company only.

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In order to guarantee the efficient operation of the Integrated System, roles, responsibilities, tasks and mutual relationships have been identified for all the personnel who manage, perform and monitor the activities that affect or may affect the Management System.

The entire organizational structure is involved in understanding and sharing the Company Policies notice that is disclosed by hanging it in visible points (i.e. office and department notice boards) and is communicated to everybody when meetings are held.

The Management is responsible for both checking the knowledge level of the Company Policies and analyzing yearly the indications arisen from internal audits, non-conformities and corrective actions as well as arranging proper corrective actions when it is advisable.

These Company Policies are available to all concerned parties as it is published in the dedicated area of the company website.

Date: 25/03/2019

The Management
