



RIGANTI s.p.a.

SISTEMA QEHS		
S-PR 5.2-1	QUALITY, ENVIRONMENT, HEALTH & SAFETY POLICY	
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## 0. MISSION

THE MISSION OF RIGANTI S.p.A. IS THE RESEARCH OF CONTINUAL IMPROVEMENT, BOTH OF THE ORGANISATION AND OF HER MANUFACTURING PROCESS, AIMED AT THE INCREASE OF HER COMPETITIVENESS TO ENSURE HIGH LEVELS OF CUSTOMER SATISFACTION THAT ALLOW TO GENERATE THE NECESSARY PROFITS TO CONTINUANCE OF BUSINESS, FAVOURING HEALTH AND SAFETY, ENVIRONMENTAL SUSTAINABILITY AND SOCIAL WELL BEING OF BOTH EMPLOYEES AND TERRITORY IN WHICH SHE OPERATES.

Riganti S.p.A. develops her expertise and knowledge in the fields:

DESIGN AND PRODUCTION OF MECHANICAL COMPONENTS AND CARBON STEEL, ALLOY STEEL, STAINLESS STEEL AND SUPERALLOY HOT FORGED PRODUCTS THROUGH THE PHASES OF: TOOL AND DIE MAKING, ENGINEERING AND PRODUCTION OF MECHANICAL COMPONENTS, FORGING, HEAT TREATMENT, MACHINING, WELDING, NON DESTRUCTIVE TESTING, PAINTING LABORATORY TESTS AND ANALYSES.

The reference product markets are: Aerospace and Defence, Componentry for industry, Energy, Wind, Railway, Earth Moving Equipment, Marine, Nuclear, Oil & Gas, Industrial Separators.

## 1. VALUES

Conscious of the responsibilities towards our stakeholders, Riganti S.p.A. Top Management is committed to support:

- ✓ **Quality** – meant as the capacity of the entire Organisation to satisfy Customer expectations on products and services.
- ✓ **Environmental Sustainability** – responsibility in planning and implementing new technical and organisational solutions to reduce the impact on the Environment of the organisation's industrial processes.
- ✓ **Social Welfare** – acknowledgement of the company role within the socioeconomic fabric of the surrounding community.
- ✓ **Health and Safety** – responsibility to safeguard physical and psychological integrity of all persons involved with the Organisation's activities, by means of:
  - maintenance and development of safe equipment, machinery and processes
  - proactive and responsible approach widespread at all levels throughout the Organisation.

## 2. OBJECTIVE

Riganti S.p.A. Top Management defines the Quality, Environment, Health and Safety Management System (QEHS System) as that that assures the capability of carrying out own activities in a continuous, structured and coherent manner in the pursuit, in a sustainable way, of the strategic objectives (mission) by means of evolutional continuous improvement activities.

## 3. RESPONSIBILITY

**Top Management** commits itself to support the pursuit of the objectives making available adequate resources (human, financial, technological). In particular:

- 1- Top Management commits to provide a work context and conditions adequate to the scope, size and nature of own activities, products and services.
- 2- Top Management is also committed to provide and promote a work environment suitable for risk prevention to Health (illnesses), Safety (injuries) and to the Environment.
- 3- Top Management is committed to develop, maintain and improve over time the QEHS System to respond to the changing business needs as well as of the Organisation's processes by defining objectives and strategies. To this end, Top Management commits to set Key Performance Indicators (KPI).
- 4- Top Management commits to define and assure the upgrade of the organisational structure and of the job descriptions thereof, including the assignment of its own representative in the context of the QEHS System.



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5- Top Management commits itself, with a minimum twelve month frequency, to effect a Management Review of the QHES System by means of which Top Management defines the actions to undertake in the pursue of strategic objectives, as well as risks and opportunities management within the QEHS System. In order to update planned strategies in response to possible changes to critical processes, Top Management defines the QEHS objectives for the following period/fiscal year. As part of the Management Review, Top Management checks the adequacy of the present policy and, be as it may, if need be, it defines changes.

**All Personnel** operating within the Organisation and in particular all Function/Dpt. managers (RFA) must ensure that the present policy and the entire QEHS System be actually implemented throughout all areas of responsibility.

Each and every employee have the duty to disclose to their superiors situations connected with potential risks on the work place, including any perceived weakness in products, plans, procedures, processes and System.

Anyone working within the Organisation has the duty to contribute to continual improvement activities in any aspect of the QEHS System.

All personnel operating in and/or for Riganti S.p.A. have the duty to maintain an ethical conduct in compliance with precepts and regulations set forth by the Organisation's Ethical Code (CE) on which all employees have been informed and have undergone specific training. Anyone detecting behaviours potentially in contrast with the CE, must contact any one member of the Vigilance Committee (OdV) and inform of such behaviour.

#### 4. POLICY DEFINITION

- Identification of potential risks that may cause heavy hindrances to business continuance
- Prevention of incongruous behaviours with respect to the internal ethical code
- Prevention and protection of employees' health and safety
- Safeguard against potential violations, by managers or employees, in the Organisation's interest or benefit
- Environmental safeguard and pollution prevention
- Customer satisfaction
- Compliance with all requirements agreed with the customer and of all Environmental, Health and Safety laws and regulations applicable to the Organisation's activities, products and services
- Keep high level of attention to Environmental (E), Health and Safety (HS) topics through the assignment of area and task specific mandates
- Ensure personnel's professional growth and thus of their expertise and awareness
- Personnel sensitisation and involvement on EHS matters also by means of labour union representatives and of workers' representatives on Safety themes (RSL) consultation on risks evaluation and on writing of Environmental, Health and Safety operating instructions
- Vendors' involvement in products and services improvement, in compliance with quality needs and in respect of environmental, health and safety matters.
- Preservation of correct and constructive rapports with all stakeholders on QEHS matters
- Ensure a careful evaluation of stakeholders' complaints and, when possible, ensuing improvement activities
- Promoting improvement activities in any realm of the QEHS system
- To upkeep an adequate communication level within and without the Organisation
- Sharing with colleagues of own work experiences and consequent transfer of acquired knowledge
- Constantly assure customers and stakeholders adequate professional knowledge to safeguard a high image of the Organisation
- Adopt and implement the principles and best practices both of the business sector and international, to attain continual improvement in any QEHS area of concern
- Continuously monitor and advise the top management appointed personnel of possible problems pertaining to product, environmental performance and safety conditions in the workplace and to suggest them any improvement opportunity



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- To eliminate or mitigate risks pertaining to interferences between external enterprises' personnel and the Organisation's employees by means of development of activities focused on coordination and on the awareness of reciprocal risks relevant to the specific activity(ies)
- To foster awareness of hazards present within the individual work areas of Riganti S.p.A.
- Awareness spread and development of emergency plans
- Conform to indications in compliance with and abide by, signage and the use of PPEs.
- Awareness throughout the Organisation of the present policy.

## 5. Disclosure

In order to promote full transparency, the present policy is made available to stakeholders and to the general public in general. Within the Organisation the present policy is disseminated by posting it on the bulletin boards, as well as made available in the electronic format on the common partitioning of the server.

In broader terms, dissemination of the present policy to all stakeholders is assured by publication on the Organisation's WEB site.

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C.E.O. - Riganti S.p.A.