



RIGANTI s.p.a.

| SISTEMA QEHS |   |            |
|--------------|---|------------|
| S-PR 5.2-1   | POLICY FOR<br>QUALITY, ENVIRONMENT, HEALTH & SAFETY |            |
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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 PROFITS NECESSARY 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 and throughout the life cycle of the product.
- ✓ **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
  - common, proactive and responsible approach 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, the strategic objectives (mission) by means of evolutionary 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 is committed to have the Organisation comply with all statutory and regulatory requirements.

2- Top Management commits to provide a work context and conditions adequate to the scope, size and nature of own activities, products and services.

3- 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 eliminating – where possible – hazards.

4- 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).

5- Top Management commits to define and assure the upgrade of the organisational structure and of the job description thereof,



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including the assignment of its own representative in the context of the QEHS System.

6- 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 continuous improvement activities in any aspect of the QEHS System.

All personnel operating in and/or for Riganti S.p.A. has 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 severe impediments to the Organisation's operational continuance
- Prevention of behaviours incongruous with the internal Ethics code
- Prevention and protection of employees' Health and Safety
- Prevention of potential violations, by administrators or employees, in the Organisation's interest or advantage
- Environmental protection and pollution prevention
- Customer satisfaction and loyalty
- Respect of all requirements agreed with the customer and of all applicable statutory and regulatory requirements pertaining to Environment, Health and Safety, to the Organisation's activities, to products and services
- Keep attention up concerning Health and Safety (HS) and Environmental (E) themes by means of assigning specific powers by area and task
- Ensure professional growth and therefore the employees' competence and awareness
- Sensitization and involvement of personnel with EHS themes also by consulting trade union representatives and workers' representatives for Safety (RLS) with risk evaluation and drafting of -EHS- operating instructions on Safety and Environment, in the analyses of accidents and injuries and in all instances provided for by the Law and applicable regulations.
- Vendor involvement in the improvement of products and processes, in response to Quality needs, to Environmental and Health and Safety compliance
- Maintain proper and constructive relations with all interested parties (stakeholder) in the field of QEHS
- Guarantee a careful evaluation of stakeholders' complaints and, where possible, subsequent improvement activities
- Promote improvement activities in any area of interest of the QEHS System
- Maintain an adequate level of communication within and outside the Organization
- Sharing with colleagues work experiences and the consequent transfer of acquired knowledge
- Constantly ensure Customers and to all interested parties adequate professional competences to guarantee a high reputation of the Organization
- Adopting and implementing "best practices" principles whether sectorial, or international for the attainment of continuous improvement in any realm of QEHS
- Continuously monitoring and reporting to the proper personnel designated by upper management any issue concerning



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product quality, environmental performances and safety conditions on the work place(s) and making suggestions to them about any improvement opportunity

- Eliminate or mitigate risks ensuing from interferences between personnel of external vendors and employees by developing coordination activities and making all parties aware of reciprocal risks pertaining to the individual specific activities
- Promote awareness of dangers present within Riganti S.p.A.'s individual work areas
- Spreading and developing awareness 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.

*The present document is a free translation of the original written in the Italian language. In case of conflict of interpretation, the Italian version prevails.*

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