

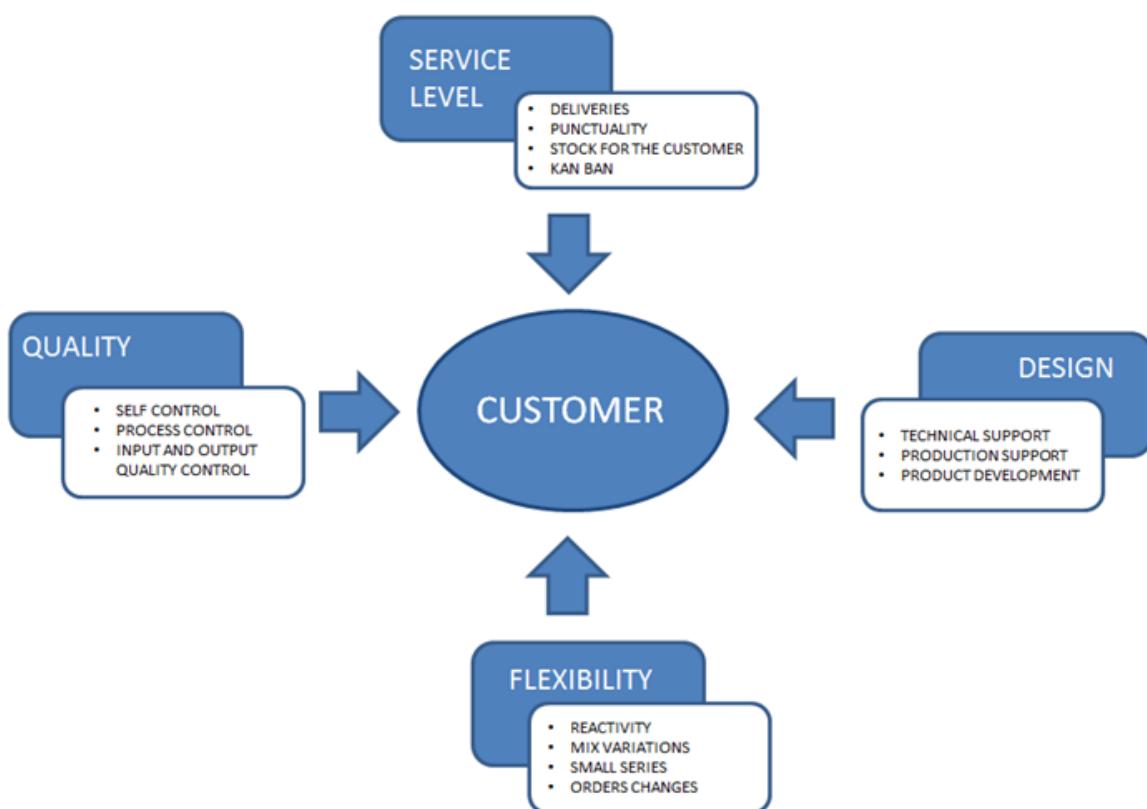
COMPANY POLICY 2016
QUALITY, ENVIRONMENT, SAFETY AND HEALTH AT WORKPLACE

MISSION

Quality guarantee with the lowest costs on the market

Full customer satisfaction in a stimulating and motivating work environment

Continuous professional growth of the employees



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Introduction

Company GAMMA S.p.A., always in constant growth, is characterized by its strong customer orientation, the staff expertise, the continuous updating of the technological equipment, the protection of the environment through the management of environmental impacts originated by the production cycle and minimization of health and safety risks at workplace.

Policy and commitment of the company management

GAMMA S.p.A. management has a high commitment in preventing any non-compliance statement, accident, injury or occupational disease, optimizing the management of processes in terms of efficiency and effectiveness. It also ensures a constant monitoring of the activities in any way related to the quality of products, services, environmental protection, protection of safety and health at workplace.

For this purpose, the management system has been reviewed to align it to the UNI EN ISO 9001: 2015 standard, which allows, through a systemic approach, to constantly pursue the continuous improvement of its performance.

The management considers as a priority:

- the pursuit of "customer satisfaction", towards which continuous and constant attention is directed, with particular reference to the market context;
- identification and compliance with applicable legislative and regulatory requirements;
- health and safety protection at workplace for the prevention of industrial diseases and injuries;
- conservation and protection of the environment and its significant environmental aspects;
- continuous improvement;
- analysis of risks and opportunities.

For this purpose the management plans and implements the continuous staff involvement, training and updating at all levels and in particular of the employees engaged in activities related to the processes that influence the quality of products, services, safety and health at workplace and the environment.

Employees are required to respect, for the activities within their competence, the regulations of the system manual and the relative documentation (procedures, instructions and specifications) and to carry out the fixed records.

The main environmental aspects related to the company activities are: waste production, use of water and energy resources.

The main risk factors (for workers' health and safety) related to the company's activities are: physical agents, manual handling of loads and repetitive movements, accident risks associated with the production activities and use of machines and equipment, mechanical risk.

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With reference to the improvement plans, which are updated annually during the re-examination, GAMMA S.p.A. management establishes the following objectives/targets:

Quality:

- monitoring of the market and the reference context;
- increase and consolidation of the customer portfolio;
- reduction of production costs;
- deliveries in compliance with customer delivery dates;
- suppliers' delay reduction;
- further reduction of internal waste;
- improvement of packaging;
- workers' and managers' awareness increase about the importance of following a quality system, procedures and operating instructions and of being certified.

Environment:

- risk reduction of environmental accidents;
- waste control;
- reduction of emulsions consumption and disposal costs;
- improvement of the working environment.

Safety and health at workplace:

- maintenance of adequate and certified machines;
- constant maintenance of company training;
- continuous injuries reduction.

Monitoring and pursuing of these aims must be carried out as follows:

QUALITY:

- Monitoring of the market and of the reference context: continuous attention to the situations evolution at national and international level.
- Increase and consolidation of the customer portfolio: for this aim a precise number of new customers to be acquired has not been defined. The consolidation of those already acquired is also fundamental. This is reached through the maintenance and improvement of relationships and through the search for new customers assessed as "good", that is, they provide work to the company but also have a relevant financial solidity and safety.
- Reduction of production costs: this objective aims to increase the company's turnover, first of all by implementing the activity related to the company's margins analysis. The Purchasing Department constantly looks for more competitive new suppliers and chooses those value for money. It also tries to plan and limit purchases based on corporate needs, reducing the provisions and the stock.
- Deliveries in compliance with customer delivery dates: this goal is based on already acquired activities that must be maintained and improved. The objective must be reached through:

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- the analysis of late-month delays, i.e. the analysis of those who caused delays in delivery (for example suppliers, trial dept., production, etc.);
- constant monitoring of deliveries as per customers agreement;
- monitoring of production progress through database updating.
- Suppliers' delay reduction: also this aim is to be realized with since last year already ongoing activities, such as:
 - sending urgencies notices to suppliers;
 - sending outstanding deliveries notices to suppliers;
 - sending the order list to all suppliers.
- Further reduction of internal waste: through the creation of a group of people motivated to maintain the 0.5% target, both in terms of waste and internal recycling. Furthermore, the trial dept. team regularly takes care about the correct filling in of self-control data sheets, intervening on the upstream processes rather than downstream.
- Improvement of packaging: the customer packaging instructions and specifications must be taken into consideration strictly.
- workers' and managers' awareness increase about the importance of following a quality system, procedures and operating instructions and of being certified: defining a reference person to guide, train and inform the staff about the quality system.

ENVIRONMENT:

- Environmental accidents risk reduction: improving current maintenance and control of any leakage and renewing/improving the fleet, in order to limit the spread of pollutants such as oil and emulsions on the company floor, especially close to manholes and drains.
- Waste monitoring: constantly update of the waste schedule issued to record the analyses and regular input of new waste with the relative EWC codes.
- Emulsions consumption and disposal costs reduction: a machine that allows to separate the oil from the emulsifiable water is used. The disposal of the waste oil, EWC 120107 is free of charge, therefore, would lead to economic savings and a greater recycling of emulsifiable water once the oil has been filtered.
- Improvement of the work environment: further training and awareness raising among the employees to let them understand the importance of the certification related system.

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SAFETY AND HEALTH AT WORKPLACE:

- Maintenance of adequate and certified machines: factory's machines and equipment are constantly serviced. If necessary the machine fleet will be updated.
- Constant maintenance of company training: achieved by the updating of courses already held by the company staff and the participation in possible new courses due to law changes.
- continuous injuries reduction: this aim is achieved by the compilation of accident statistics, the relative analysis of the causes and their subsequent removal.

The resources used to pursue these aims are:

- HUMAN: internal and external (consultancies, experts, highly trained technicians);
- MATERIALS: equipment and vehicles, economic investments.

The Company Policy, dated and signed, is communicated both internally and externally to the company by displaying it on the board and publishing it on the website.

Castello di Brianza, 15th June 2016

The Management