

## Aesys S.p.A.

Management & Coordination by Aesys Holding S.r.l.  
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# POLICY FOR HEALTH AND SAFETY

IN WORKPLACES



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# POLICY FOR HEALTH AND SAFETY

Top Management Aesys believes that the Protection of Health and Safety at work is a primary value, in the absence of which it is not possible to provide quality services and efficiency to its customers. For this reason Aesys organizes its activities, pursuing measures aimed at safeguarding the safety of its operators, of any third parties involved.

Similarly to what has already been expressed for Quality and the Environment, safety also represents for AESYS an ethical value to which it abides in its daily work.

The Aesys Top Management wants to be an example for its workers, for this it engages in various ways, first of all through the risk assessment adapted to the size and internal organization, and adopting a safety management system (art. 30, paragraph 4 of Legislative Decree No. 81/2008, complying first with the 18001: 2007 standard, now updated to the ISO 45001: 2018 Standard), to prevent possible accidents, occupational diseases or accidents at the workplace, actively involving all its operators through awareness raising, training and education, prevention of possible emergencies and reporting of risk situations.

Top Management Aesys constantly analyzes the sources of risk in its production processes, in order to eliminate or adequately control them.

AESYS fulfills the intent of this Security Policy by continually committing to:

- Provide safe and healthy working conditions for the prevention of work-related injuries and illnesses, trying to eliminate risks at source, investing in new equipment, and maintaining those in use and / or modifying work environments to make them more safe and healthy;
- Guarantee the appropriateness of the policy to the activities carried out and to the corporate purposes, to the size and context in which Aesys operates as well as to the specific nature of the risks for Health and Safety and the related opportunities in the workplace;
- Periodically carry out an analysis of the context in which Aesys operates, as well as the needs and expectations of the interested parties, as prerequisites for the correct organization of the entire management system, in order to understand the most important issues of the context that can positively influence or negatively, the best way to deal with one's health and safety responsibilities;
- Undertake timely actions to seize the opportunities to improve performance in terms of Health and Safety;
- Respect, in the contents and in the principles, the laws or other voluntary requirements concerning safety and industrial hygiene applicable to the activities and services; where possible, apply voluntarily additional measures deemed necessary even in the absence of legislative obligations;
- Strictly comply with the company's code of ethics in all operational areas;
- Respect the dictates of Legislative Decree 231/01 as expressed in the MOGC (Organization, Management and Control Model);
- Develop the awareness, knowledge and culture of security at all levels through appropriate information and training courses, instruction procedures and information documentation;
- Encourage the creation of a virtuous flow of information among the various figures operating in the company (Executives, Heads of the Prevention and Protection Service, Competent Doctor and Head of Workers for Safety);
- Involve the Prevention and Protection Service in all safety issues in order to identify appropriate prevention and protection measures and in compliance with the current regulations;
- Promote consultation and participation of workers and their health and safety representative;
- Enhancing professionalism and promoting awareness among each worker so that he becomes a promoter of his own safety, that of his colleagues and also that of third parties, intervening or reporting dangerous situations, even if they do not directly involve him;

- Prevent and correct any dangerous situation by implementing the analysis of the causes and possible remedies;
- Promote and pursue the improvement of performance and results relating to occupational safety issues, implementing appropriate methods of monitoring and monitoring their own safety performance;
- Ensure that the requirements of the Safety Management System are established, applied, maintained in compliance with the requirements of the applicable standards and laws;
- Periodically review the policy to ensure continued compliance and adequacy in the face of internal or external organizational, regulatory or legislative changes or from interested parties;

The Integrated Management System, Quality - Environment - Safety, of AESYS, inspired by the guidelines expressed by the UNI EN ISO 9004 standard and developed in compliance with the **UNI EN ISO 9001: 2015, UNI EN ISO 14001: 2015** and **UNI ISO 45001: 2018** represents the main management tool to pursue the above outlined.

Seriate, February 2019



The General Director  
*Gianpaolo Mattana*