

	<b>MANAGEMENT SYSTEM</b>	<b>DS4201.000</b>
<b>HEALTH AND SAFETY POLICY</b>		

It is the Policy of COMEL S.p.A. to promote every action aimed at safeguarding the Health and Safety of its employees through the corporate organisation, the creation of a healthy and ergonomic working environment, and the adoption of safe processes and materials.

The values chosen by Comel S.p.A. for the development and management of its activities have always been the following:

- Commitment to complying with current legislation regarding Health and Safety at Work
- Commitment to respecting the working conditions established by the applicable Collective Agreements and all specific provisions applicable and subscribed to by the Organisation concerning Health and Safety at Work
- Commitment to safeguarding Health and Safety at Work
- Commitment to the constant and progressive improvement of working conditions

In line with the above values, the Management of Comel S.p.A. undertakes to pursue the following general objectives:

- Prevent injuries, accidents, emergencies and occupational illnesses through the identification and prevention of non-compliant situations and dangerous behaviour
- Identify, monitor and reduce Health and Safety risks, particularly those arising from exposure to chemical agents (painting and welding) and material handling (both in terms of biomechanical overload and cut injuries), also through the adoption of innovative technological processes using the best economically sustainable technologies available
- Create and maintain a calm, safe and healthy working environment
- Ensure adequate emergency management
- Prioritise collaboration with suppliers and contractors with high safety standards
- Guarantee adequate and continuous training, awareness and information for workers, to ensure that they are able to correctly carry out the tasks and duties assigned to them and to consciously and responsibly assume their responsibilities regarding Health and Safety at Work

During reviews of the company management system, the Management establishes from time to time the best strategies for implementing the primary objectives in line with company values, defining specific objectives and commitments consistent with this Policy and allocating appropriate and adequate technical, human and financial resources.

In defining objectives (whether environmental, organisational, quality or safety-related), the Management considers the entire company management system as a whole, assessing and considering both performance and the level achieved in terms of occupational health and safety, as well as the impact of the identified strategies on work activities concerning health and safety.

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Considering that the management system concerns the entire company organisation, from the Employer to every worker, each according to their own duties and responsibilities, the above objectives are shared with staff who, in addition to committing themselves to the correct application of the management system, are encouraged to provide input to Management for its implementation and continuous improvement.

The contribution of employees towards achieving these objectives is crucial. An entirely transparent communication system and mutual understanding of technical issues are therefore in place.

## Attention to Health and Safety must be a commitment shared by everyone within COMEL

The dedication of every individual towards improving occupational health and safety at Comel S.p.A. is required, within the framework of a strong commitment by Management to the application of management systems aimed at continuous improvement, thereby enabling problems to be solved by anticipating solutions.

It is recognised that continuous improvement in the prevention of accidents, injuries and occupational illnesses is more easily achieved through the involvement, consultation and commitment of staff at every level. This commitment must be directed towards the prevention of problems rather than their correction after the event: to this end, COMEL S.p.A. is committed to raising workers' awareness regarding compliance with the company management system and to communicating the decisions taken concerning the identification of objectives and targets to all personnel, ensuring that they are understood, shared and implemented at every level. The involvement of personnel, their consultation and the communication of objectives also take place through Workers' Safety Representatives.

Verification of the progressive application of the OHSAS 18001 standard and its maintenance over time is entrusted to the Safety Management System Manager, who is at all times the company's point of reference for all issues concerning Health and Safety at Work.

The Management of COMEL S.p.A. guarantees that this Policy is:

- Made known to all personnel operating directly (e.g. employees) or indirectly (e.g. contractors) on behalf of COMEL S.p.A.
- Available to interested parties upon request
- Available to the public through publication on the company website
- Reviewed periodically (at least annually), to ensure its ongoing suitability and adequacy for the organisation

Arre (PD), 08/09/2017

The Employer

