

Codice	PROCON_01
Revisione	02
Data	06/05/2024

**La BIESSEUNO SRL SOCIETÀ UNIPERSONALE** has decided to undertake a certification process because it strongly believes in the importance of making visible to everyone the commitment it has always made to protect the surrounding territory and towards all subjects who collaborate and operate both within and outside its organization.

Achieving ever higher levels of quality in the services offered, together with the utmost protection of the environment, health, and safety of the people present in the company, and the application of social responsibility principles towards all people, constitute the primary values of our company.

The commitments set by the Management in this regard are:

- Compliance with current national regulations, applicable local laws, including the National Collective Labor Contract of the category, international conventions and recommendations, community directives, including the conventions of the International Labour Organization (ILO);
- Compliance with the requirements of ISO 140001 and ISO 450001 through the continuous maintenance of a Management System that conforms to them;
- Guaranteeing and implementing continuous monitoring and improvement of its management system, defining specific improvement objectives and verifying their achievement;
- Regularly reviewing this policy to implement continuous improvement in line with the indications of interested parties, regulatory evolutions, and more generally, keeping pace with the transformations of the social, cultural, and economic context in which the company operates;
- Involving all company personnel, suppliers, and all interested parties in the knowledge, implementation, and compliance with the commitments reported in this document;
- Communicating and disseminating this policy to all personnel and all interested parties, making it publicly available:
  1. By posting it on bulletin boards in company departments and offices
  2. By publishing it on the company website

For social responsibility and the protection of health and safety in the workplace:

- Implementing all activities aimed at minimizing risks and removing dangers that could cause undesirable effects in business management, as well as endanger the health and safety of its personnel and other workers on site, and those present in the territory of its operational areas;
- Not using or supporting the use of child labor;
- Not resorting to or supporting the use of forced or compulsory labor;
- Ensuring a safe and healthy working environment for its personnel;
- Respecting the right of workers to form, participate in, and organize unions of their choice and to collectively bargain with the organization;
- Not resorting to or supporting any form of discrimination in hiring, remuneration, access to training, promotion, termination of employment or retirement based on race, nationality, gender, sexual orientation, religion, disability, social and political affiliation, age, marital status, caste, union membership, or any other condition that could give rise to discrimination;
- Not using any form of physical and mental coercion, corporal punishment, or severe or inhumane treatment, including verbal abuse, treating personnel with dignity and respect, using disciplinary procedures compliant with the collective agreement applied;

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- Strictly respecting collective bargaining agreements regarding working hours;
- Ensuring its personnel a decent wage and increased pay for overtime work;

For environmental protection:

- Implementing all activities aimed at minimizing risks and removing dangers that could cause effects on the environment in which the business operates or on which its activity may cause undesirable effects;
- Implementing a program of continuous improvement over time of performance through control and reduction of its environmental impacts on soil, air, and water;
- Reducing the amount of waste produced and reducing the danger of the waste itself, as well as properly managing operations related to them;
- Improving its performance through the control and reduction of air emissions and water pollutants;
- Implementing a responsible and conscious use of natural resources oriented towards recycling/reuse of fuels and energy;
- Considering environmental, health, and safety impacts in the design phases of all new activities, processes, and products.

For the correct management of chemicals:

- Commitment to eliminating hazardous chemicals, where possible, or replacing them with less dangerous products in production processes;
- Implementation of MRSL and the requirements indicated in the ZDHC Chemical Management System Technical Industry Guide;
- Compliance with the indications contained in the PRSL from customers;
- Implementing production processes that allow the use of safer and more sustainable chemicals to ensure the protection of people and the environment;
- Purchasing only chemicals accompanied by the required regulatory documentation (safety data sheets and technical sheets);
- Requesting all our suppliers to comply with the ZDHC MRSL for the products supplied to us;
- Conducting periodic training for all workers on the safe use, storage, and handling of chemicals to create a safe and healthy working environment, ensuring the use, where necessary, of all mandatory collective and individual protection devices (PPE) for the protection of the health and safety of our workers.

La Direzione

**LA BIESSEUNO SRL SOCIETÀ UNIPERSONALE**