



ENVIRONMENTAL AND SAFETY POLICY

EXHIBIT 1
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Since 2012, our Organization has adopted, implemented and maintained an integrated management system for both health and safety and the environment (SGI) now in compliance with UNI EN ISO 14001 and UNI ISO 45001:2018 which, with regard to health and safety, aims at preventing injuries and occupational diseases ^(§45001- 5.2a) and, with regard to the environment, at protecting it and reducing the environmental impacts of our activities ^(§14001- 5.2a) by means of appropriate monitoring, assessment and prevention measures along with ongoing research into the best applicable technologies.

The Management, the Employer, the Prevention and Protection Service, the Workers' Safety Representative and the Person Responsible for the Integrated Safety and Environment Management System co-operate ^(§45001- 5.2f) so that measurement and control activities are better organized in order to:

- eliminate hazards and reduce environmental impacts through the adoption of technical, organisational and procedural preventive and protective measures ^(§45001- 5.2d);
- reduce all personnel's exposure to risks ^(§45001- 5.2d)
- eliminate accidents and emergencies, both environmental and those related to workers' health and safety.

The ongoing improvement of this integrated management system is guaranteed by the involvement and full awareness of all our collaborators while performing company activities using procedures and instructions devised to guarantee full compliance with regulations regarding the protection of workers and the environment. ^(§45001- 5.2e)

Awareness also requires a wide dissemination of the organization's performance results, guaranteed with ongoing operational control by supervisors and managers, in order to achieve the company's objectives, i.e. the continuous improvement of our performance relevant to the health and safety of people ^(§45001- 5.2b) and the environmental balance of our territory. ^(§14001- 5.2b)

The Aluberg Management is committed to:

1. Disseminate its policy on health and safety in the workplace and the environment, also by publicizing it on the company website;
2. Minimize accidents, injuries and occupational diseases, as well as environmental impacts ^(§14001- 5.2d - §14001- 5.2c-d);
3. Improve the efficiency of emergency procedures, assess them and provide for each of them a contingency plan to be implemented in response to changes in conditions prior to the emergencies;
4. Comply with legislative requirements on the health and safety of workers and the environment. ^(§14001- 5.2c-d - §45001- 5.2c);
5. Provide the necessary resources (technical, human, equipment, organizational, procedural, plant, structural, economic, financial, etc.) to pursue improvement objectives in terms of health, safety and environment and making sure they are compatible with the strategic guidelines and the context of the organisation ^(§14001- 5.2c);
6. Provide adequate instruction, information and ongoing training on safety and environmental issues to all workers and stakeholders, communicating to all of them the importance of effective environmental management, the importance of compliance with the management system requirements and the importance of implementing this policy;
7. Provide support to other relevant management roles to enhance and continue to improve internal human resources skills and competencies in order to improve activities regarding health and safety prevention in the workplace, as well as those concerning the prevention of environmental pollution.
8. Promoting the cooperation between corporate resources and workers organisations, monitoring bodies and other interested parties carrying out activities related to health, safety and the environment ^(§45001- 5.2f);
9. Using machines, plants, facilities, equipment and workplaces regularly checked and maintained in order to ensure operating methods capable of safeguarding the environment and the safety of workers as well as other stakeholders;
10. Conduct Audit and Control activities in order to prevent accidents, injuries and occupational diseases, as well as pollution and environmental emergencies^(§45001- 5.2d);
11. Manage all the contract and/or work performance activities entrusted to us in full compliance with the law, both for the protection of our own organisation as well as that of the contractor and/or work provider, ensuring that they comply with our standards of safety, health and environmental protection;
12. Periodically review its own integrated management system for health and safety in the workplace and for the environment, promoting the health, safety and environmental policy within the organization and pursuing company improvement plans, by integrating management system requirements into its business processes^(§45001- 5.2e §14001- 5.2e);
13. Improve and maintain the management system through the Deming cycle (PDCA), applied only after an adequate observation period necessary to assess the current condition, i.e. to understand the practices, activities, behaviours and processes used by the key players and evaluate, before any change, whether the changes, even if more up to date (from the technological point of view of performance and timing), guarantee greater safety, thus basing our decision-making process on risk ^(§45001- 5.2b-e §14001- 5.2 b-e);
14. Promptly re-design operating methods of work and space sharing in line with the new territorial and corporate regulatory reference standards ^(§45001- 5.2a §14001- 5.2a) , by consulting and involving all stakeholders involved in the company's business operations ^(§45001- 5.2f).

Date 01-06-2020


General management and employer

Dissemination of this document: Free, available at local archives ^(§45001- 5.2 - §14001- 5.2)