

Tecnocap Spa has been committed to pursuing an Integrated Policy addressed to the company development, taking into consideration its customers' needs, health and safety as well as environmental protection.

Tecnocap's Management declares its commitment to complying with all the requirements provided by the reference rules (ISO 9001, ISO 14001, ISO 45001; BRC/IOP), the effective laws and regulations for the sector of activity concerned, (Reg. 10/2011/EC, Reg. 1935/2004/EC and D.M. 21/03/73 and the further changes), the effective regulation concerning work, in compliance with respect and the ethical standards (SMETA 4 Pillars).

Hereinafter the principles of Tecnocap's company policy are illustrated, representing the basis of the continuous improvement process:

- ▶ Comply with the indications expressed by the regulations in terms of health, safety, environmental and social responsibility;
- ▶ Widespread a philosophy to the whole company, in terms of quality, environmental respect, safeguard of the protection and safety in the workplace;
- ▶ Monitor the context in which the company operates, in order to individuate the expectations and needs of the clients and other involved parties;
- ▶ Involve always more its suppliers according to the principles of the Total Quality
- ▶ Being committed to the research with the aim to improve the products, the services and the integrated management system (quality, environment, safety and social responsibility);
- ▶ Guarantee the protection of the rights, the health and the safety of the employees, pledging to:
  - respect the freedom of association and the right to collective bargaining;
  - ensure working conditions which guarantee the safety of the worker;
  - condemn any illegal behavior, which may harm the physical and moral integrity;
  - guarantee to all the workers a remuneration in line with the parameters provided by the effective regulation of the sector.
- ▶ Guarantee effective information, education and training to the employees in order to continuously improve the quality of the offered services as well as the safety of its own workers;
- ▶ Orientate the processes towards solutions which ensure a greater respect for the environment, reducing the energy consumption and the air emissions and using in a rational way, the resources, the raw materials and tools;
- ▶ Ensure a healthy and hygienically safe production process;
- ▶ Guarantee the best support and collaboration in the minor time possible, offering a complete service, punctual and rapid;
- ▶ Annually fix specific and measurable objectives;
- ▶ Promote the cooperation among the several company resources, the collaboration with the business organizations and the appointed external authorities.