



COMPANY HEALTH, SAFETY AND ENVIRONMENT AND QUALITY POLICY

WORKPLACE HEALTH AND SAFETY

The company considers the health and safety of its employees/collaborators to be a factor of primary importance for efficient and orderly pursuit of the general and specific goals of the organisational system adopted.

We believe that protecting a person's health and safety is not so much a legal obligation, as a moral duty and a goal that all organisations should pursue.

We believe that a healthy, clean and safe workplace, as the place where we spend a large part of our life, is an essential element for working better and less stressfully.

Therefore, **the company therefore undertakes to:**

- a) comply with all health, safety and hygiene laws;
- b) ensure that the working environment is improved over time, by adopting technical standards, know-how and evolved techniques, where possible;
- c) do its utmost to reduce accidents and occupational illnesses to a minimum;
- d) foster a proactive climate over time, to ensure the safe conduct and attitudes of employees with regard to health and safety, through training and communication with them;
- e) assign specific responsibilities, at all management levels, for monitoring and application of safety laws and internal regulations;
- f) establish specific goals for continual improvement of prevention of accidents in the workplace and workplace hygiene;
- g) consult with workers and their representatives on health and safety initiatives and measures;
- h) disclose information on our health and safety organisation to all employees;

i) continually assess dangers, risks, injuries and accidents, in order to establish specific actions for improvement.

ENVIRONMENTAL ASPECTS

LAZZERINI SRL designs, prototypes and manufactures passenger seats for means of transport at its plant in Viale Peralisi 21.

The departments that work to achieve this purpose are:

- **Mechanical Workshop**, equipped with traditional and CNC machines and welding stations;
- **Foaming**, where an automatic carousel and various manual mixers are used to produce seat padding;
- **Cutting and Stitching**, where a CNC cutting machine and traditional sewing machines are used to manufacture seat covers;
- **Upholstery**, where the seats and backrests are covered;
- **Final assembly**, where the seat is assembled, using plastic and metal parts purchased externally, with the parts manufactured in-house, to complete the seats as requested by the customer.

LAZZERINI SRL has always focused on respect for the environment so, during performance of its activities, company management undertakes to:

- ✓ Maintain compliance with all current environmental laws and regulations;
- ✓ Pursue continual improvement, directed at reduction of environmental accidents and at prevention of all forms of pollution.
- ✓ Maintain **conformity with Standard UNI EN ISO 14001**, applying models integrated with the Quality System and the Safety System, where possible
- ✓ Promote the responsibility of employees at every level for protection of the environment and periodically perform employee information and training programs
- ✓ Know and, where possible, promote improvement of environmental management by its suppliers
- ✓ Assess the introduction into the production process of raw materials and auxiliary materials that have an increasing environmental compatibility.
- ✓ Prevent and mitigate the impacts of their activities linked to the environment
- ✓ Optimise energy consumption, also through the introduction of new technologies.
- ✓ Examine the policy periodically; this must be carried out through an at least annual review of the policy, during the SGA management review (ref. point 5.3.1 of the SGA manual)

QUALITY

We want customers to be satisfied, internal customers are as important as external customers are.

The quality of our services and products orients itself at the high requirement for customer. The fulfilment of this requirement is decisive for the entrepreneurial success and thus for the safety of the jobs.

All are committed to quality, management must take the lead in our quality efforts.

Perfect quality of our work is the condition for the fulfilment of the internal and external requirements for customer. The maintenance of our high quality level and the continuous improvement are constantly our task.

Our high-level personnel commits itself on the business principles and quality guiding principles and visibly follows these. They motivate the coworkers to quality-conscious acting, give goals and promote co-operation and department-spreading thinking.

Defect prevention has priority over defect detection, our goal is zero defects.

If errors arise despite all preventing measures, these must be durably turned off by methodical and systematic measures.

Errors are deviations from the defaults. They increase our costs and reduce our competitiveness. We are therefore anxious to make everything correct and to create also the condition for it.

The market demands continuous improvement, standards and procedures form the benchmark of our quality.

In the world-wide competition we want to stand at the top. We reach this by constant and measurable improvements of our work, our business processes and our products.

Our quality goals must be supported by training and education.

Continual improvement of quality is the challenge that every company now faces.

It is a challenge that is won through participation, with the collaboration and contribution of everyone, their commitment and their professionalism.

A constructive contribution that pursues continual improvement of products and internal processes is what the company expects from each employee and each employee has the duty to provide it.

This improvement will be implemented by imposing quality goals for each entity and these goals are based on the following main criteria:

1. Customer satisfaction is the central purpose of our Quality System.
We intend to achieve it through the following activities:

Improvement of quality right from the product development phase, with:

- planned development processes
- systematic use of appropriate quality techniques

Improvement of quality in the production process, with:

- targeted use of Quality Assurance measures
- an increase in employees' awareness of quality issues, which is obtained:
 - by requiring and promoting the efficiency of employees and their competence on quality, through continual training, involvement in decision-making activities and compliance with Operating Procedures
 - with a detailed description of all the processes that influence quality and a clear definition of roles and responsibilities
 - with a proactive continual and constructive process to improve the efficiency of the Company System, employee development and the working environment
 - with teamwork that, although it highlights individual roles, leads to achievement of common goals and in which everyone is involved, including suppliers

2. All the methods described above are the means for performing efficient prevention activity for Quality Assurance, to ensure that the activities are performed without errors.

Management provides all the means necessary for pursuit of the policy and the established goals, which are periodically decided and reviewed.

PRIVACY

LAZZERINI SRL establishes indispensable goals in management of the data that comes into its possession during its activities, in full compliance with binding regulations and the ethical choice it has made, namely:

- Protect the information against unauthorised access;
- Ensure confidentiality of the information;
- Maintain integrity of the information;
- Make information available for the primary processes of the organisation;
- Satisfy the requirements of Italian Legislative Decree 196/2003 and subsequent amendments and additions, on privacy;
- Develop, maintain and verify adequacy of continuity plans;
- Train employees in security of information;
- Correctly manage all information security breaches and potential weaknesses, to ensure correct recording and inquiry.

Monsano, 13/06/2018