

COMPANY QUALITY, ENVIRONMENT AND SAFETY POLICY

FOREWORD

*The Quality, Environment & Safety Policies of Lazzerini S.r.l. are formed of the combination of two documents: **the Policy and the Goals Program**, which are integrated with each other and ensure the aforementioned policies are dynamic and can be efficiently modelled to suit our continually evolving organisation. These methods ensure that the integrated management system achieves the expected results, involving people and ensuring their active participation, and guiding and supporting them in contributing to the efficiency of the integrated management system. This document underscores the Quality, Safety and Environment principles, commitments and goals on which our policies are based. The other document (**Program of planned annual goals**) describes, in a detailed and precise manner, the goals that Lazzerini S.r.l. identifies from year to year, such as continuous improvement.*

Lazzerini S.r.l. designs, prototypes and manufactures passenger seats for public transport vehicles at its Monsano plant.

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 injection mixers are used to manufacture 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.

QUALITY POLICY

The **priority goal** set by top management is to maintain an efficient Quality Management System conforming with the **UNI EN ISO 9001:15** standard, promoting the use of a process-based approach and risk-based thinking that guarantees continuous conformity of the product/service with the customer's requirements, with applicable legislation and with the reference standards, and accepting responsibility for efficiency of the quality management system; ensuring that the policy and the goals established are compatible with the context and the strategies of the organisation, as well as being understood, shared and implemented by all employees and collaborators. The company also undertakes to share them with its most important stakeholders.

The first **Goal** of the Quality Policy is to maintain and further consolidate the company's position on the market where it operates, which is the one of DESIGN AND MANUFACTURE OF PASSENGER SEATS FOR BUSES AND TRAINS; THE DESIGN AND MANUFACTURE OF CAR SEAT COMPONENTS, ensuring integration of the quality management system requirements into the organisation's business processes, clearly identifying the customer's expectations and needs, in order to transform them into requirements to be satisfied, offering customers the best

price/quality ratio for the products/services and providing, in relation to them, services that ensure the highest level of customer satisfaction, with a view to continuous improvement and company excellence.

Another **goal** of the **Lazzerini S.r.l.** Quality Policy is the commitment to create and develop a culture of quality and to spread it to all levels of the organisation. This requires the top management of the Organisation to provide the human and technological resources needed and to involve everyone in improvement of the quality of the product/service supplied.

Just as the high degree of involvement of all human resources in activities to improve product/service quality is a decisive factor, another important tool is the internal and external communication of Lazzerini S.r.l., which will allow it to achieve the **goal** of ensuring that all employees understand the key concepts of the Quality Policy; in a system focused on this approach, **basic goals** of the Quality Policy are constant training and raising of awareness of Process Owners and their collaborators, through specific and systematic courses on the issues of quality, providing support to other pertinent managerial roles to demonstrate their leadership, in terms of how it applies to the respective areas of responsibility.

Another **vital goal** ensured by the top management of **Lazzerini S.r.l.** is maintaining a completely efficient company Quality Management System, by promoting improvement and through constant and periodic checking of the correct application of operating procedures, operating instructions, process flows and the Quality Policy in all company areas, through internal audits and specific reviews.

The achievement of process efficacy and efficiency goals is also a *decisive* factor and the processes will be checked constantly through monitoring and systematic analysis of data on quality and performance.

ENVIRONMENTAL POLICY

The company ownership has always focused attention on compliance with binding environmental regulations and considers the outside world as one of the most important “customers” of **Lazzerini S.r.l.** An environmental policy has therefore been established that is achievable through the implementation of an Environmental Management System that satisfies the requirements of the **UNI EN ISO 14001:15** standard and is integrated into the other systems.

Lazzerini S.r.l. is aware of:

- the need systematically to guarantee and document the environmental compatibility of its activities
- the appropriateness of considering environmental variables as a means of improving its own production efficiency
- the convenience of providing correct information on the methods of control and improvement of environmental performance to its stakeholders.
- the need to identify risks according to “Risk management thinking”

Lazzerini S.r.l. has decided to adopt a suitable **Environmental Management System (EMS)**, designed and documented in accordance with the requirements of the **UNI EN ISO 14001:15** standard and extended to all company activities and processes, as a means of integration of environmental goals into the company strategy.

The EMS includes:

- a) definition of company organisation and responsibilities
- b) approval and dissemination of this Environmental Policy to stakeholders,
- c) allocation of sufficient technological and human resources for implementation of the Environmental Policy
- d) involvement of every level of company responsibility, each for their own area, through dissemination of the Environmental Policy and the methods of functioning of the EMS
- e) ultimate responsibility of company management for checking efficacy of the EMS, through continual reviews
- f) definition of appropriate training and awareness activities for department managers and all personnel, in order to guarantee application of the EMS and make them aware of their responsibility in achievement and improvement of environmental compatibility goals in their own area of activity
- g) appointment of the EMS Manager to implement and check the EMS, including recognition of organisational freedom and a line of authority independent from the other departments and reporting directly to the General Management.

In order to support what is declared above, **Lazzerini S.r.l. undertakes** to:

- protect the environment during the operations involved in the manufacture of products and supply of the service offered, and improve its environmental performance, with a view to

prevention of pollution and full satisfaction of all stakeholders, in order to ensure that company activities are increasingly compatible with the outside community;

- maintain internal and external channels of communication, concerning environmental issues and the activities and actions that our organisation adopts for protection of the environment, focusing on transparency in communications;
- pursue continuous improvement of environmental performance, in order to prevent or reduce pollution and reduce polluting substances to a minimum, particularly insofar as concerns protection of the waters, air and soil;
- review the policy and perform environmental analysis when there are changes in legislation, or structural or organisation changes;
- ensure systematic and precise compliance with binding environmental regulations, complying with all present and future provisions of international, national and regional environmental legislation applicable to its sector of activity, and also municipal regulations
- maintain a high degree of control on its own significant and minor environmental aspects
- consciously manage its own company processes in order progressively to minimise every significant impact of its activity on the environment, according to the logic of continuous improvement, insofar as economically and technically feasible

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Monsano, 22 October 2019

- provide sufficient and continuous training to its employees
- control and reduce polluting emissions into the atmosphere and optimise electricity consumption
- optimise waste production and management, with particular focus on hazardous waste.
- adopt the measures necessary to reduce the environmental impacts associated with emergency situations.
- reduce consumption of auxiliary raw materials, where possible
- ensure transparency and visibility of its activities, in order to increase STAKEHOLDERS' awareness of the management methods
- annually establish specific goals and milestones to be monitored through controls, audits and reviews, and document the state of adequacy and efficacy of the EMS
- involve its suppliers and contractors, ensuring that their activities do not enter into conflict with the company environmental policy.

Lazzarini S.r.l. has identified the activities and services that have or could have a significant impact on the environment and has therefore set itself the ***following general goals***:

- reduce the use of natural and energy resources, through management and conservation, where possible;
- control waste production and favour recycling and/or reuse;
- ensure that its Management System is capable of reducing the significant impact of its activities on the surrounding environment
- progressively increase the use of raw materials and auxiliary materials that have a constantly improving environmental compatibility.
- distribute this policy to our suppliers, ask them to comply with it and hopefully to incorporate it into their own organisations

OCCUPATIONAL HEALTH & SAFETY POLICY

Lazzerini S.r.l., through an Occupational Health & Safety System that complies with **BS-OHSAS 18001:07**, intends to maintain its strong commitment to issues of occupational health and safety, consolidating its competitiveness partly thanks to a responsible and correct attitude, through continuous improvement across all activities and with a single goal: maintain a high level of attention and thus be appreciated and esteemed for what we offer and what we are. 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. In order to demonstrate our commitment to these issues, we have focused not only on compliance with binding regulations but, where possible, gone beyond simple compliance and developed working methods that guarantee respect for all national laws on employment and health and safety, ensuring continuous improvement of our performance over time and promoting transparent and constructive dialogue with all our stakeholders.

The aim of this document is to ensure our organisation satisfies the following requirements, and the company undertakes to:

- prevent accidents and do its utmost to reduce accidents and occupational illnesses to a minimum
- develop a proactive culture over time, in order to ensure employees have the right attitude to health and safety and behave accordingly, through continuous training and communication with them; ensure that the workplace improves over time, adopting evolved technical standards, know-how and techniques, where this is possible
- avoid penalties and legal measures resulting from failure to comply with regulations and create, within the company, a set of competences and skills entirely suited to ordinary management of safety issues
- consult with workers and their representatives on health and safety initiatives and measures;

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:

- comply with all occupational health and safety regulations
- carry out periodic health monitoring of workers
- ensure that our present and future activities and processes continue to comply with health and safety and employment laws and regulations
- disclose information on our health and safety organisation to all employees;
- provide our staff and anyone who operates at our site with the necessary operating tools and training appropriate to the type of work they perform
- continually monitor the presence of hazardous substances at the company
- periodically review our safety and social projects, systems and goals, in light of new information.
- progressively improve the Safety Management System.
- distribute this policy to our suppliers, ask them to comply with it and hopefully to incorporate it into their own organisations

IN ORDER TO ACHIEVE THE COMPANY POLICY GOALS,
Lazzerini S.r.l. TAKES CONTINUOUS AND SYSTEMATIC ACTION,
THROUGH:

- raising awareness and providing training to its employees, including new recruits, on the quality policy, on significant environmental aspects and, more generally, on protection of the environment and on the risks associated with company activities in the workplaces.
- periodic review of the plans, management systems and goals, through audits to pursue improvement.

LAZZERINI S.R.L.

THE GENERAL MANAGEMENT

