

The Management of Alto S.r.l. declares through the "Integrated Policy" its commitment to the development and implementation of an Integrated Management System, aimed at continuous improvement, and which, through constant self-assessment of risks and opportunities, allows:

- business continuity;
- customer satisfaction and loyalty;
- compliance with the requirements needed to guarantee the health and safety of workers, environment and social responsibility, in order to safeguard all the stakeholders.

The Management is committed to divulge this Integrated Policy to all of the people working for the company or on its behalf, to make it publicly available, to verify the degree of understanding and implementation of the Policy as well as its compliance with the company's specificities, by means of appropriately defined tools. To this end, the Management requires the cooperation of the heads of the respective departments in defining the specific objectives that make it operationally active and measurable.

As part of the System Review, carried out by the Management and the heads of the respective departments at least once a year, the following items are assessed:

- objective achievement degree;
- effectiveness of the Integrated Management System;
- adequacy of the resources allocated for IMS implementation;
- suitability of the Integrated Policy with respect to the company intent and the customer expectations.

The Management identifies in the following items the decisive conditions:

- **Annual determination of quality, environmental, health and safety targets.**
- **Ongoing commitment to meeting legal compliance obligations at all levels.**
- **Commitment to environmental protection through prevention of environmental impacts resulting from its activity.**
- **Commitment to the protection and prevention of occupational injuries and occupational illness of its workers and collaborators.**
- **Commitment to the continuous growth of human resources through targeted development and educational plans in technical and organisational fields, as well as regarding health and safety.**
- **"Client care" approach, seeking continuous and collaborative long-term relationship with clients through the provision of a complete service of absolute excellence.**
- **Competitiveness, through the development of a clear strategic vision distinguishing the company in the market, highlighting its distinctive elements compared to the competitors and implementing its strategy consistently, through effective and efficient processes.**
- **Digitalisation, by seizing the development opportunities offered by information and communication technologies, enriching its products and processes.**
- **Sustainability, balancing the resources dedicated to remunerating risk capital with those invested in the long term, seeking not only economic profit but also a positive and lasting impact on local and global environment, community, society and economy. In this perspective, it becomes important to be lively and resilient and to adapt quickly to the dynamics of the context.**
- **Profitability, i.e., the ability to generate wealth for all the stakeholders (shareholders, workers, customers, suppliers), in the form of profits (economic wealth), jobs (social wealth), skills and knowledge (human capital).**
- **Involvement, participation and motivation of every worker and stakeholder, promoted across the board, in all directions and in all its forms.**
- **Being beautiful and clean, promoting the physical and mental well-being of workers and employees.**
- **Constant research and renewal of production and support technologies, eliminating or, where not possible, reducing - all the hazardous situations.**
- **Sourcing raw materials from industry-leading suppliers.**
- **Respect the right of all staff to join professional associations and the right to collective bargaining.**
- **Ensuring equal treatment for all workers.**
- **Promoting workers' awareness of occupational health and safety risks.**
- **Attention to change management in order to prevent impacts on the IMS. (SGI)**

It is of utmost importance for Alto S.r.l. to raise the awareness of all the stakeholders (workers, shareholders, customers, suppliers, public authorities, trade associations, trade unions, etc) on the commitments of this Policy, promoting dialogue and discussion through appropriate processes and tools, and communicating transparently the company's performance.

Alto S.r.l. is committed to the implementation of this integrated policy, keeping it constantly updated and adapted to the internal and external changes in the organisation context.

Revisione	Data	Scheda N°
2	01/20	SPRD.04