

Safety, Environment and Quality Policy

QUALITY: OPTIMAL SERVICES AND PRODUCTS

Our commitment

TEN-FLUID Srl is aware of the market ever-growing requirements, in terms of quality, performance, reliability, safety, responsiveness, punctuality, flexibility and cost reduction.

These conditions depend on both inner and outer circumstances that a company has to tackle by implementing an effective leadership management and controlling occurring risks and opportunities. It is a question of new and shifting challenges that a company has to deal with by involving the interested parts in a perspective of sustainability, commitment and active participation in order to improve all those activities based on the following key factors:

Objectives

There are some fundamental values that our Management takes into consideration to benefit the company development: customer satisfaction; human resources – whose interpersonal relationships are looked after; suppliers and providers – with whom long-standing collaborations are established. As for the Quality Policy, our Management focuses strongly on the following points:

- **providing** the Organization with adequate equipment and human resources enough to fulfil scheduled tasks while respecting deadlines;
- **defining** the company's organizational chart and issue procedures and operative instructions for all those activities which can influence quality;
- **encouraging** our employees to develop a sense of individual responsibility and to be aware of the fact that they are operating in a quality-oriented working environment;
- **engaging** suppliers and providers in the promotion and improvement of both products and services for mutual benefit;
- **constant monitoring** of the Management System's efficiency;
- **monitoring** KPI of work processes with scheduled frequency.

We aim for a "Constant Flow" of corporate's processes by getting rid of those interruptions of the workflow due to lack of information, availability or derived from nonconformity of: materials, machinery, moulds, working and controlling methods. We must aim - with due humility and conviction in our means - to ambitious goals:

Zero Defects - Zero Delays - Zero Waste

ENVIRONMENT: A PROPER USE OF RESOURCES FOR A SUSTAINABLE FUTURE

TEN-FLUID Srl is willing to comply with legal requirements in full respect of the internal environment and the territory. In such a context, our commitment is to manufacture compliant gaskets and technical items, thus limiting the environmental impact while engaging both staff and suppliers.

As for the Environment, the Management focuses strongly on the following points:

- **looking for** investments in new technologies so as to improve production performance while reducing the impact on the territory;
- **reducing** internal nonconformities with a consequent decrease in terms of waste of material and resources, such as water, energy, etc.
- **regular monitoring** of production costs to reduce waste
- **raising** suppliers and providers awareness on legal compliance and respect for the environment and engage them in the process.
- **scheduled monitoring** of established environmental indicators concerning the work processes.

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SAFETY: PREVENTING AND PROTECTING HEALTH AND PHYSICAL INTEGRITY

In performing its activities, **TEN-FLUID Srl** considers human health and safety at work indispensable duties to fulfil, as a continuous commitment and a constant component of one's work.

As for safety at work, the Management focuses on pursuing the following objectives:

- **complying** with the law – in both contents and principles – with regard to industrial safety and hygiene, applicable to the tasks performed, and the products and services provided; where possible, the company voluntarily apply further measures, even in the absence of legislative obligations, if deemed necessary;
- **promoting** every initiative to prevent – in any activity – the occurrence of accidents that could compromise the safety of workers;
- **providing** all those resources necessary to ensure a correct safety management, adequate to the actual conditions of the Site, compatibly with budget availability;
- **pursuing** a constant improvement in the Site safety management, also by identifying risks associated with the activities performed and defining objectives for their reduction, in accordance with development plans and budget availability;
- **managing** products and using procedures to guarantee the safety of workers and inhabitants living in the Site's surroundings;
- **informing** suppliers, providers and visitors about the procedures adopted and safety principles, involving them in the implementation of them, where applicable.
- **scheduled monitoring** of the safety indicators established for the company
- **promoting** a transparent and collaborative relationship with public bodies, private bodies and local communities.

To promote continuous improvement and development of the company, all **TEN-FLUID Srl** staff must feel involved in fulfilling the aforementioned objectives. To this end, the Management's commitment is to raise awareness, organise and coordinate all departments, constantly improve and maintain quality, environmental and safety-related aspects,. Staff training and other training programmes will be carried out on themes and updates related to quality, safety and environment.

Data deriving from the application of the Management Systems for Quality, Environment, Safety and related Objectives are periodically analysed by the Management itself with appropriate reviews to verify their implementation and the effectiveness of the expected improvements.

Our Quality, Environment and Safety Policy must be known to all employees and will be made available to figures, external bodies and public administrations with whom we work and collaborate.

Villongo, 01/02/2018

The Management