



5.4 HSW POLICY

Commitment to the principle of continuous improvement, applicable to processes, the integrated management system and, as a consequence, Health and Safety in the Workplace (HSW) performances; **Commitment** to preventing potential instances of non-compliance, HSW risks and the **commitment** to scrupulously respecting legally-binding legislation and specifically that relating to HSW; **(IOLEC 4.3.2)**

Commitment to regarding HSW and related results, a key part of the company management; **Commitment** to providing human resources with all necessary tools; **Commitment** to involving all company departments in pursuing the policy in a healthy and safe working environment.

In establishing these **commitments**, however, the Lechler management is aware that responsibility for the management of the HSW resides with the entire company, from the Employer right through to every individual employee, each according to their own attributes and expertise, and invites employees to reflect on this fact.

Lechler S.p.A. also considers its mission to be:

Promote the identification of company employees with the quality, safety and environment policy and the sharing of company goals, fostering training, the understanding of individual roles in the company and individual responsibility.

Increase training and awareness activities so they can carry out their roles safely and assume their HSW responsibilities.

Guarantee and develop effective two-way communication with all personnel, and with workers' representatives.

Pursue the attainment of the quality goals in conditions of economic efficiency.

Draft and fine-tuning safety plans containing measures and procedures designed to prevent accidents and emergencies and contain their effects.

Maintaining an open dialogue with suppliers, demanding that their conduct is consistent with this policy.

Carrying out checks inspections and audits designed to identify and prevent potential instances of non-compliance, with the requisites of the reference management system.

Developing and maintaining open and collaborative relations with the local authorities and with all interested parties in general, developing and constantly improving its management on the basis of the **UNI EN ISO 9001:2008 and OHSAS 18001:2007** voluntary standards and in compliance with **Model 231** implemented in accordance with **Leg. Decree 231-2001**, with

Responsible Care Program.

The SGI manual represents the formalisation of this company goal and a guide for applying the management system.

Every year this policy and the entire system will be re-examined during the Management Review process to verify its efficiency and the need for any eventual updates. The goals and plans for the following year will also be established and later communicated to the company's employees.

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