

“...define your goal, write it in capital letters and effort to achieve it, always seeking the esteem and respect of those who works with you...”

Angelo Amitrano

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INTEGRATED POLICY

IMS – Integrated Management System

PASELL Family of Companies (hereafter referred to as **PASELL**) has decided to plan, implement and keep under control an **IMS - Integrated Management System**, adapting the organization and operating methods to the requirements of the following Standards:

- **ISO 9001:2015** – *Quality Management Systems*,
- **ISO 14001:2015** – *Environmental Management Systems*,
- **ISO 31000:2009** – *Risk Management*,
- **ISO 45001:2018** – *Health & Safety Management Systems*,
- **ISO 26000:2010** – *Social Responsibility*.

The Top Management of **PASELL** considers the *culture of Quality and respect for the Environment and Health and Safety of Employees* as fundamental elements of corporate management and their diffusion is a priority objective, to be achieved and refined with determination. These aspects are considered of fundamental importance for the process of company growth, development of Personnel, Customers, Suppliers and External Collaborators in accordance with the principles of Corporate Social Responsibility.

The **primary elements** of the corporate management are:

- pursuing a constant improvement path in the integrated management of company processes, to achieve the best balance between economic growth, environmental protection and social responsibility, through the **involvement** and **constructive collaboration** of all the Company's Personnel,
 - operate in a continuous and structured way in accordance with the *IMS - Integrated Management System* to support the development of a corporate culture based on challenging objectives, correct risk management, accurate controls and effective corrective actions,
 - considering **Total Quality** and **Zero Defects - Right First Time** approach as fundamental guidelines for daily work: our integrated management system provides for rigorous controls in all company processes (both *core* and *support* ones),
 - act in the interests of health and safety of workers for a constant reduction of the environmental impacts that may derive from the carrying out of company activities, in compliance with the constraints of the current legislation and in such a way as to bring benefits and advantages to the context in which it operates,
 - to reconcile the business economic objectives with the social and environmental ones of the reference territory with a view to future develop and sustainability.
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This Integrated Policy constitutes a declaration of commitment for our Management and for all our Collaborators: with this reference **PASELL defines the objectives and works to offer products and services of excellence, through the continuous improvement of processes and performances business.**

The Top Management of **PASELL** has designed an *IMS - Integrated Management System* based on the following objectives:

- fully respond to Customer needs through a global service in line with the market;
- promote the integration of company functions, an **effective exchange of knowledge**, team work and sharing of best business practices;
- contribute to the professional growth and improvement of the individual skills of employees so that everyone is able to guarantee adequate **work efficiency**, improve their performance and operate in full autonomy and responsibility;
- increase the company's competitiveness (also with the external support of Training and Research Bodies) by reducing the *costs of quality* and always favoring the use of the *BAT - Best Available Technologies*, innovative, safe and economically feasible;
- ensure an integrated and conscious approach to environmental and social issues to pursue and implement an eco-sustainable business development.

Furthermore, the Top Management **undertakes** to operate according to what is established by its *IMS - Integrated Management System* in compliance with the laws and regulations in force, in order to:

- *establish* company targets consistent with this Policy, precise, measurable and useful for ensuring an effective plan to improve business processes and performance; *review* them periodically to check their progress; *disseminate* them within the Organization together with the related implementation programs;
- provide resources and infrastructures (including technological and economic ones) aimed at the implementation, harmonious functioning, maintenance of effectiveness and improvement of the Integrated Management System;
- operate safety with high quality standards and collaborate with Suppliers to activate relationships based on a continuous and joint growth of the overall quality offered to the market;
- recycle and reuse as much as possible the waste produced and monitor the impact and environmental sustainability of the activities carried out to ensure environmental performances that meets the regulatory requirements and objectives defined;
- consider health and safety, responsibility towards the environment and social context on a par with the other management aspects of the company and the needs of Customers. When choosing Suppliers, give preference to those who operate according to certified Management Systems.

Finally, the Top Management commits itself to take an **active role of promotion and guidance** for all activities that fall within the *IMS - Integrated Management System*, putting in place what is necessary and, in its powers, to pursue and achieve the above. Moreover, support the involvement of all company Personnel, which is called to operate according to behaviors, practices and procedures consistent with what is defined in this Policy.

EXECUTIVE BOARD

Francesco Amitrano



Roberto Amitrano


