



COMPANY'S INTEGRATED POLICY

"True Copy"

Rev.	Date	Description
A	19.07.2017	Issue - it replaces the document PZPRSPGI001
B		

The last amendments of a new revision are colored in orange (RGB red=196; green=89; blue=17)

APPROVAL PROCESS	Buttini ADI	Cassina ADE	Bianchi AD	Bertuzzi RPD	N.A.	Pizzarotti PRS
	verification				validation	approval



1 Company's integrated policy

The **Owner** and the **Top Management** of Impresa Pizzarotti & C. S.p.A. are aware that the following targets are achievable only through the commitment of everyone working for and with the Enterprise:

- ◆ Creating products and undertaking works with the best methodologies and constructive technologies so as to guarantee, within schedule of the contract, a result with plenty of quality as well as achieving the limitation of the operating costs;
- ◆ Protecting the health and safety of workers, assuring the health surveillance in accordance with the Competent Physician and analyzing in detail the production activities in order to detect the risks and prevent the events;
- ◆ Safeguarding the Environment, analyzing the main aspects and preventing the likely impacts by means of a rational and sustainable use of raw materials, giving priority, where possible, to the recovery and recycling.

In order to respect these assumptions, the **Owner** and the **Top Management** defines the following principles so that the whole organization can be aware of them. These principles can be regarded as the basis of the implementation of a management system perfectly meeting the explicit and implicit conditions of the organization itself:

- ◆ Keeping the certification regarding the management system of quality, safety and the Environment for the purposes of SOA and the enrollment in the General Contractor Board so as not to preclude the company from the participation in construction bidding and the supply of maintenance management service to third parties;
- ◆ Respecting the laws and regulations in force within the countries where the company works and is going to work as well as the internal and external, subscribed prescription by implementing all of the necessary precautions so that they will be applied by all of the employees (at any level and degree) and the suppliers (consultants, enterprise, etc.). Any illegal action will be firmly avoided;
- ◆ Promoting the information and training of the whole personnel working for the Enterprise because involving the employees and increasing their knowledge and competence can result in products and works of great quality as well as preventing the injuries and work-related diseases and minimizing the impacts on the Environment;
- ◆ Supporting the cooperation with the Competent Authorities, the Local Communities, the Clients, the Suppliers and the Shareholders by providing collaboration and transparency of information and communication in order to achieve the common goal of constructing and managing works of great quality, protecting the health and safety of workers and safeguarding as much as possible the Environment we are working in;
- ◆ At any level and degree within the organization and in relation to the competence and responsibility of each employee, promoting the awareness, the importance and the sense of responsibility to create safe and manageable products and pursue the goal of great performances in relation to the safeguard of the Environment as well as taking care of their own health and safety, including the other persons involved;



- ◆ Boosting an approach to the risk management in order to prevent and minimize the effects of the technical (quality, safety and the Environment), economical and financial risks and get advantage from any opportunity to enhance the competitiveness of the company.

Impresa Pizzarotti & C. S.p.A. will put a strong effort in prohibiting any inappropriate behavior (such as excessive drinking and drugs especially) which can cause very dangerous effects on who commits the fact and the others within the workplace and during the activities of its own personnel. Moreover, the company has the intention of supporting the employees by means of the necessary actions, as well as preventive measures, in the fields of medical and psychological aids.

This document was drawn up in order to meet the requirements of the standards ISO 9001 (Quality), OHSAS 18001 (Safety) and ISO 14001 (Environment). The aforementioned principles are regarded as the foundation of the **Company's management system** whose contents are reviewed periodically as per the philosophy of continual improvement.

The **Owner** and the **Top Management** of Impresa Pizzarotti & C. S.p.A. commit themselves to review periodically the **Policy** so as to ensure its adequacy in relation to the established, strategic and behavioral objectives, providing adequate visibility of it to the whole Organization and the interested parties.

They also believe that it is their own responsibility to get the whole personnel, at any level and degree and in relation to the respective competence and responsibility, to meet the Policy, the Code of Ethics and everything defined by the Company's management system.