



LIGHTING UP YOUR IDEAS SINCE 1981

COMPANY POLICIES

FOR QUALITY

FOR THE ENVIRONMENT

FOR SAFETY

QUALITY POLICY

Metalarredo's corporate strategy is quality and excellence.

Company values:

- Commitment to excellence and rejection of mediocrity
- Dedication to the Customer
- Ethical behaviour in business and interpersonal relations
- Creativity and flexibility
- Team spirit
- Respect for others, roles and responsibilities

Customer relations are an investment for the Company and therefore a company asset. Therefore, the entire company must strive for customer satisfaction, with the full satisfaction of the needs and expectations of all Stakeholders.

To ensure the achievement of these objectives, Metalarredo plans its processes with a risk-based thinking approach in order to implement the most appropriate actions to assess and handle risks associated with the processes and to maximise the opportunities identified by the company.

Our objectives are:

- To meet and exceed customer expectations
- To provide technologically advanced and innovate products and services
- To develop products and services for new market sectors with the support of university research
- To ensure adequate satisfaction of all stakeholders
- To maintain a high level of professionalism among all employees
- To promote, all at levels, an adequate sense of proactivity in the management of its risks
- To continuously review processes in order to improve efficiency and effectiveness
- Implement industry 4.0 tools on business processes

Metalarredo's Quality Management System complies with the UNI EN ISO 9001 standard and aims to pursue the quality policy and its complete implementation.

San Fior, 20 January 2021



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ENVIRONMENTAL POLICY

Metalarredo has designated the guiding principles of the Environmental Policy which are at the basis of the production, transformation and improvement of the service/product offered:

- ⊕ the support and strengthening of Environmental Governance at all company levels through:
 - ⊕ the continuous verification of the suitability, efficiency and effectiveness of the Integrated Management System for Quality and Environmental Protection,
 - ⊕ the definition of a set of environmental sustainability objectives that can be achieved in the short, medium and long term,
 - ⊕ the provision of human and instrumental resources functional to the continuous improvement of the processes implemented in it;
- ⊕ compliance with environmental legislation, operating in compliance with all applicable regulations, laws and standards in the lighting sector;
- ⊕ the adoption of a preventive approach through the assessment and analysis of the impact of its activities, products and services, in order to manage the environmental aspects and possible risks within a framework of continuous improvement;
- ⊕ the focus and application of innovative technologies and the use of materials with a lower environmental impact, also through the introduction of industry 4.0 tools
- ⊕ constant staff training to increase awareness and responsibility on environmental issues;
- ⊕ the control of direct and indirect impacts, through collaboration with its suppliers, in order to implement procurement systems with low environmental impact, in particular by searching for materials free of substances that are part of the SHVC candidate list.

The principles contained in this Policy are the reference framework for defining and verifying the environmental objectives, which will be established by the company management each year and assigned to the operational functions.

San Fior, 20 January 2021



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SAFETY POLICY

Metalarredo has designated the guiding principles for the Safety Policy to safeguard health and safety in the workplaces, for its workers and guests.

The fundamental aspects are:

- the prevention of accidents and occupational diseases;
- compliance with the laws.

To achieve these objectives, Metalarredo undertakes to:

- ⊕ Value and foster co-operative behaviour and attitudes of its collaborators and employees, in all the activities promoted by the company to elevate the “Culture of Safety” by encouraging self-responsibility and promoting individual initiatives aimed at improvement;
- ⊕ Promote, at all levels, an adequate sense of proactivity in the management of its risks;
- ⊕ Continuously review processes to improve efficiency and effectiveness, and continuously improve management and occupational health and safety levels, also through the introduction of industry 4.0 tools .
- ⊕ Periodically review accidents and environmental and safety risk situations with the aim of verifying the effectiveness of the corrective actions taken, and the progress made in ensuring compliance with this policy;
- ⊕ Plan prevention actions, strengthening them in the new context of combating the Covid19 pandemic;
- ⊕ Carry out health surveillance;
- ⊕ Inform, train and educate workers, also through written procedures;
- ⊕ Involve and consult workers or their representatives;

The principles contained in this Safety Policy are the reference framework for defining and verifying the company's Safety objectives, which will be established by the company management each year and assigned to the operational functions.

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