

Company policy

ELACHEM S.p.A. was founded in 2001 and has offices both in Italy and abroad.

This Policy defines the objectives and principles of action of Elachem SpA to guarantee the protection of the health and safety of workers, protection and safeguarding of the environment, as well as customer satisfaction.

With its Policy, Elachem SpA is committed to:

1. guarantee products and services that meet the Customers' stated and implicit requirements, as well as information and assistance with regard to the application developments of its products;
2. guarantee a safe place of work for the parties concerned, adequate health surveillance for the employees and respect for the environment;
3. develop its processes with constant attention to the continuous improvement of the effectiveness of the management systems adopted, providing for the use of the best available and financially viable technology;
4. comply with the laws and regulations on the protection of health and safety at work, prevention of pollution, and environmental protection;
5. provide training/information and regular refresher courses for staff, consolidating a culture of individual and collective behaviour with the aim to:
 - a) protect health, consolidate safety and respect the environment as moral duties towards workers, the community and the land;
 - b) meet customer requirements, including mandatory ones, related to products.
6. ensure the availability of the resources needed to achieve the objectives;
7. take all necessary measures, within the limits of technical feasibility, availability and financial viability, to prevent any form of pollution, or, in any case, to reduce pollution to a minimum;
8. evaluate in advance the impact on the health and safety of workers and the environmental effects of all new activities and all products and processes;
9. develop and update specific emergency procedures over time in order to minimise the effects of potential emergencies for humans and the environment;
10. guarantee the systematic evaluation of all risks for humans and the environment, as well as the analysis of the life cycle of finished products;
11. analyse and respond appropriately to the needs and expectations of stakeholders in relation to the company organisation and its context;
12. prepare measures to ensure the timely compliance with current regulations on the protection of health, safety and the environment for all the activities carried out under contract.
13. Top management periodically defines objectives consistent with this policy and based on the following



guidelines:

- a) strengthen and develop the current market position with the creation of products the characteristics of which meet the growing needs and demands of customers;
- b) improve the efficiency and effectiveness of the processes and services in terms of protection of health, safety and the environment;
- c) consolidate the functionality of the organisation by making it flexible for promptly responding to customers and stakeholders and to monitor the objectives. To achieve these objectives, the constant involvement and commitment of all our staff is essential.

The Top Management of Elachem S.p.A. undertakes, in accordance with the above, to establish annual objectives and programs relating to quality, protection of the health and safety of workers as well as of the environment, to make available the resources necessary for achieving the objectives, and to carry out periodic reviews to verify the application and effectiveness of the systems.

Date approved

October 1st, 2018

Signature of the Chairman of BoD/Employer

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