

QUALITY, ENVIRONMENT, SAFETY AND HEALTH POLICY AT WORK

Vision

L C A BALLAURI S.r.l. can now affirm, thanks to the efforts of all those who are part of it, to be a referenced and esteemed company in the field of **Design, development and manufacture of actuators, sensors and connection units for the Railway and automotive sectors and in the design and manufacture of LED** lighting equipment, thanks to the reliability of its performance, the quality of the products and services offered, the ability to identify the needs and expectations of internal (property and employees) and external (customer, suppliers, the environment and the community) stakeholders, correctly understanding their needs and expectations, also improving its corporate image on the market.

Mission

For the future L C A BALLAURI S.r.l. intends to consolidate the position acquired and recognized by the market, improving the results obtained in recent years. Our future will depend on the value of our work and this will be essential to ensure continuous development, fair competitiveness and satisfactory profitability.

Quality, Environment and Safety Policy

L C A BALLAURI S.r.l. implements an Integrated Quality and Environmental Management System, compliant with the UNI EN ISO 9001 and UNI EN ISO 14001 standards, which oversees all company activities, in compliance with the laws and technical standards governing the sector, which allows it to address the risks and opportunities associated with the context and objectives it intends to pursue and guarantee over time.

The Management firmly believes in the benefits deriving from the implementation of a management system based on the aforementioned international standards such as:

- the ability to regularly provide products and services that meet the customer's requirements and the applicable mandatory ones.
- facilitating opportunities to increase customer satisfaction.
- address the risks and opportunities associated with its context and objectives.
- the ability to demonstrate compliance with the requirements of the quality management system.
- exploit opportunities to prevent or mitigate negative environmental impacts and improve positive ones, in particular those with strategic and competitive implications.

This System is built on the following priority values:

- ❖ **The Management:** Supports and supports the corporate organization by effectively addressing its risks and opportunities, including by integrating environmental management into the organization's business processes, strategic guidelines and decision-making activities, aligning them with other business priorities and incorporating environmental governance into its management system.
- ❖ **Business Ethics:** transparency and ethics must clearly characterize collective and individual behavior. The L C A Ballauri Code of Ethics, adopted, establishes the principles of participation, transparency, independence, reciprocity and social responsibility and is a key factor for the development of quality and corporate competitiveness.
- ❖ **Safety and Health at work:** in addition to being a legal and social obligation, it is a commitment that involves everyone, which manifests itself not only in compliance with safe behavior in the performance of one's work, but also in creating suitable working conditions for this to happen.
- ❖ **Environmental:** commitment LCA is committed to minimizing the environmental impact of its activities by promoting responsible use of resources, reducing waste, and continuously improving its processes to support sustainability. We prioritize compliance with applicable environmental regulations and are committed to adopting solutions that contribute to the protection of the environment and the well-being of future generations.
- ❖ **The Customer:** is, with regard to his needs, the main evaluator of our quality.
- ❖ **The Product and the Service:** The high performance, the continuous evolution of the proposals and the final result are essential elements for the promotion of our skills and our image to the outside world, transmitted through the products made and the services provided.
- ❖ **Ourselves:** To consolidate and improve the results achieved, we need professionally trained, trained and personally motivated people, able to guarantee:
 - * Development of information and participation at all levels of the company.
 - * Promotion of a sense of responsibility, productivity, self-control and efficiency.
 - * Awareness of quality and environmental policies and relevant objectives, implications of not complying with the requirements of the integrated management system including non-compliance obligations, significant environmental aspects and related actual or potential environmental impacts associated with their work.
 - * Consideration of each person and his contribution to the effectiveness of the management system, including the benefits deriving from the improvement of performance.
 - * Honesty and constructive spirit in solving problems.
 - * Compliance with safety regulations and the working environment.
 - * Sharing success.
- ❖ **The positive economic results:** they tangibly represent the goal achieved, they guarantee us to be able to continue on the path taken by continuing to invest in equipment and personnel.

Objectives:

- To constantly and continuously improve the organizational model of our company that we have developed and kept active.
- Improve the quality, effectiveness and efficiency of the Products and Services offered.
- Engage in environmental protection, including pollution prevention and other specific commitments relevant to the organization's context.
- To ensure the satisfaction of our customers' needs and the creation of products of high quality standards.
- Ensure the satisfaction of the training needs of the Staff, helping them to fully develop their potential, both in individual and group work, avoiding demotivation phenomena.
- Comply with mandatory regulations.
- Positively involve suppliers as an important link in the service delivery chain.
- Ensure that environmental laws and regulations as well as the voluntary standards adopted are transposed, applied and respected.
- Pursue pollution prevention by consolidating good operating practices, adopting the best available technological solutions when possible, improving the reliability of the plants and their maintenance, within the objectives described in the Environmental Improvement Plan following the Review of the Environmental Management System.
- To ensure the continuous improvement of its environmental performance through actions and controls on the main environmental aspects of the site and in particular the consumption of products and chemicals, water, electricity, water discharges, atmospheric and acoustic emissions, waste production and soil protection.

The Integrated Quality and Environment Management System is not configured as an interest of a single function, but of the entire company and is self-sustaining in the acquired conviction that, in order to improve, it is necessary to constantly self-evaluate, since continuous improvement requires the involvement and participation of everyone.

The objectives described in this document are detailed in the improvement plan in which timelines and responsibilities are defined. Year by year, they translate the Quality, Environment and Safety Policies into concrete activities.

The General Management