

## **5.2 INTEGRATE POLICY FOR QUALITY, ENVIRONMENT, SAFETY AND SOCIAL ACCOUNTABILITY**

### **Introduction**

This document about the Integrate Policy for Quality, Environment, Safety and Social Accountability is linked to the *Context Analysis* document and the standard procedures that are determined by the company policies and throughout its productive process. Both the documents represent the basic instruments and the elements for guiding, defining, and expressing the principles the company seeks.

**Torni Automatici srl** is constantly monitoring its own performances. The company employs the means that are described in the implemented Integrate Management System. This policy draws the attention on the observance of the normatives, the importance of workers' health and safety, and the respect for the environment. Furthermore, **Torni Automatici srl** is continuously focusing on the results it has been reaching throughout the years and the purposes for the future, also in relation to the evolution of the job market and the clients and stakeholders' needs.

Basing on the institutional, economic, political and social context in which **Torni Automatici srl** is operating, the company believes that the implementation of the productive abilities of a company must be combined with a Social Accountability system.

**Torni Automatici srl** gives remarkable importance to the environmental issues, the social aspects and the commitment they imply, and internally pursues - both daily and in a strategic perspective - the complete realisation of the requirements that are determined by the norms UNI EN ISO 9001, UNI EN ISO 14001, UNI EN ISO 45001.

**Torni Automatici srl** considers as essential: the INDIVIDUAL for the company's cultural development, the CLIENT for its business development, and the ENVIRONMENT as a treasure to defend; it demonstrates that the company believes that a proper and clear management of the human patrimony is fundamental. Moreover, it is also important to sensitise all the internal and external stakeholders about the Social Accountability system, its legal provisions and the other regulations subscribed by the company.

### ***Normative references:***

*UNI EN ISO 9001*  
*UNI EN ISO 14001*  
*UNI EN ISO 45001*

### ***Torni Automatici srl - Integrate Policy***

This document of business policy constitutes for **Torni Automatici srl** the declaration of the company's responsibilities and its commitment to operate in order to improve its own performances, focusing on the customer and respecting the principles of Social Accountability for what concerns quality, environment, health and safety.

Therefore **Torni Automatici srl** aims to pursue all the means that are necessary to achieve the following aims, by individualising and evaluating the risks and the opportunities linked to the social, qualitative, environmental and safety context in which it operates:

1. *Customer Satisfaction through:*

- Communication with the customer in order to receive and correctly understand his/her necessities;
- Planning the company's procedures and methods to satisfy the customer's necessities;
- Incessant research for new technologies to make even more efficient and reliable the company's procedures;
- Involving, motivating and developing the human resources, valorising their professional growth at all levels, by sensitising and defining formation programs.

2. *Environment protection and the tutelage of safety and health in the workplace by:*

- Adopting all the possible measures to prevent any case of pollution;
- Promoting the conservation of the environment through activities that pursue the energetic saving and the sustainable use of resources;
- Softening the environmental impacts provoked by the company's activity, applying a correct garbage sorting and monitoring carefully its environmental context;
- Integrating the tutelage of safety and health in the workplace in every phase of the work process: planning the workplace (locations, equipments, machinery), stipulating works and services contracts, organising the productive process through the division of tasks and responsibilities, and individuating the internal and external professional figures;
- The formation and training of the personnel to the observance of the normatives and procedures that concern the environment and the health and safety of workers;
- The collaboration and communication with the authorities in charge, in order to establish optimal conditions for the environment, the productive process, safety and health.

3. *The observance of the principles of Social Accountability through:*

- The transposition of the national and international legislations and normatives for what concerns the ethics (ILO and ONU resolutions and the United Nations Convention on the Rights of the Child), the Collective bargaining agreement of metalworkers, and the normative SA8000;
- The rejection of child labour exploitation and any form of forced or compulsory labour;
- The rejection of any form of discrimination and inequality in hiring, remuneration, access to training, promotion, termination or retirement based on race, religion, gender, sexual orientation, union membership, political opinions;
- The constant ameliorance of working conditions and actions that concern workers' safety and health;
- Involving in this system all the goods and services suppliers to which the company conforms, including the identification of potential risks of non-conformity to the normative, which have to be eliminated;

- The periodic monitoring activity for an improvement of the general conditions of management and valorisation of the human patrimony, also through the personnel formation and training about the respect of the normatives and principles concerning environment protection, safety and health in the workplace.

**Torni Automatici srl** commits to evaluating and identificating periodically the risk of non-conformity to the approved standards, giving them priority and improving the actions for their elimination.

The Management Office of **Torni Automatici srl** commits to promoting, understanding and diffusing the Integrate Policy for Quality, Environment, Safety and Social Accountability to all the stakeholders, making it visible also for the external interested parties through the publication on the official website.

The policy of **Torni Automatici srl** will be periodically re-exhamined by the Management Office according to the purposes the company defines every year, with a view to an endless ameliorance.

Romano d'Ezzelino, 11.12.2023

The Legal Representative  
Ferraro Lennart Marco

---