

INTEGRATED QUALITY, HEALTH, SAFETY AND ENVIRONMENT POLICY

The Management of V System s.r.l. operates with the goal of ensuring maximum Client satisfaction and continuously improving the quality of its products and services, while guaranteeing the health and safety of its employees and protecting the external environment. To achieve and comply over time with these objectives, the Organisation has structured an Integrated Quality, Health, Safety and Environment Management System based on standards UNI EN ISO 9001:2015, UNI EN ISO 9100:2018, UNI EN ISO 14001:2015 and UNI ISO 45001:2018. This system is designed and implemented to ensure the efficient and effective use of resources, focusing attention on the expectations of Clients and other interested parties so as to protect the environment, respond to changes in climate conditions and prevent pollution in accordance with the social-economic context, and to prevent the work-related injury and illness of workers by guaranteeing safe and healthy workplaces.

Specifically, to effectively fulfil its mission, V SYSTEM s.r.l. intends to:

1. Periodically analyse the context of reference in which the Organisation operates, with the aim of defining actions that mitigate operational risks and indicate opportunities for improvement to guarantee the continuity of company business;
2. Improve its Quality, Health, Safety and Environment Management system while maintaining its system certifications in accordance with the relevant legislation. To this end, the organisation will use an accredited external body to verify, with independent judgment, the validity of quality and occupational health and safety management systems;
3. Define and periodically re-examine this Integrated Policy document, as well as all objectives and plans relating to quality, the environment and occupational safety, to evaluate its suitability with a view to the ongoing improvement of the system and its performance;
4. Respect and satisfy current national and international legislation, contractual regulations and any other compliance requirements voluntarily endorsed by the company that apply to tax and/or fiscal aspects, dispensed product/service requirements, occupational health and safety, and the environment;
5. Ensure compliance with the behavioural principles and moral standards expressed in its Code of Ethics toward its employees, customers, the community, and, more generally, all interested parties;
6. Continue to invest in technological research and development, to supply innovative products that respond to Client requirements. Simultaneously, the Organisation aims to react to market changes so as to steer its business towards sectors that guarantee continuous company growth;
7. Hone business activities by continually improving processes and focusing on the satisfaction of Client needs, so as to effectively comply with their requirements and establish a position of leadership on the market of reference;
8. Promptly identify and review any reports from clients and interested parties, internal or client non-conformities, dangerous behaviours and “near misses”, in order to determine suitable corrective actions or improvements aimed at preventing accidents, injuries and non-conformities and at improving work methods and operational procedures;
9. Improve staff knowledge and expertise in terms of Client service quality, current regulations and the best applicable technologies, investing in periodic training with the aim of propagating a culture of appropriate work methods across the organisation;
10. Consolidate supplier relationships, with the aim of ensuring reliable commercial relations and reciprocal intent. Furthermore, to consider environmental and occupational health and safety needs when selecting contractors and suppliers, maintaining open communication and obligating them to behave in a way that coheres with the company’s Integrated Policy;

11. Safeguard the health and safety of its workers, providing safe, healthy working conditions aimed at preventing work-related injuries and illnesses, consistent with the company's objectives, size and context and the nature of its occupational health and safety risks and opportunities;
12. Remove occupational health and safety dangers and reduce risks by implementing appropriate and adequate technical, procedural and organisational measures, as well as arranging suitable periodic health monitoring of all workers;
13. Assure the consultation and participation of workers and their representatives, promoting and developing effective two-way communication with all staff;
14. Mitigate and manage environmental risks to protect the environment, including the prevention of pollution and other specific efforts relevant to the context in which the firm operates;
15. Promote information and training activities for staff on topics relating to occupational health and safety to raise awareness of the importance of carrying out one's role in complete safety and with respect for the environment;
16. Commit to protecting the environment, with the aim of not only averting negative environmental impact by preventing pollution but also protecting the natural environment from any damage or decay resulting from its activities;
17. Make commitments to protect the environment, biodiversity and air quality and mitigate climate change by using renewable energy

In executing its mission V SYSTEM s.r.l. intends:

- Towards Clients: to supply products and services that are of high quality and respond to mandatory requirements, demonstrating transparency and reliability and ensuring product quality at competitive prices by analysing and containing costs;
- Towards Employees: to promote the spirit of initiative, encourage professional growth, ensure constructive and peaceful professional relationships, and guarantee a healthy, safe working environment in which everybody can be satisfied. To promote and disseminate an Ethics Code that protects employees and reinforces a shared commitment to ethical principles and company values;
- Towards Suppliers: to foster fruitful collaboration so that they can play an active role in defining product performance and characteristics, and to provide the necessary support for understanding and defining Client requirements and mandatory requirements specific to the product; To promote and disseminate an Ethics Code so that suppliers are aware of the commitment made to uphold ethical principles and company values;
- Towards the Collective: to operate in a way that ensures the creation of jobs, thus contributing to the affluence of the territory, and to conduct its business in an ethical manner, with respect for all fiscal, environmental, and occupational health and safety regulations; To promote and disseminate an Ethics Code so that all parties are aware of the commitment made to uphold ethical principles and company values;
- Towards the Organisation: to promote Company growth, ensuring adequate profitability and financial stability, essential for the implementation of the Integrated Policy.

Management also commits to promoting the understanding and dissemination of the Integrated Policy and Ethics Code among all interested parties, ensuring its visibility both inside the company and also externally, with publication on the company website.

The Integrated Policy will be reviewed and, if necessary, updated during the annual Management Review.

The Management

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