

ENVIRONMENTAL, HEALTH AND SAFETY POLICY (PoAS)

vimi fasteners S.p.A is well aware of the importance of safeguarding and protecting the environment in addition to its own workers' health and undertakes to provide adequate resources to continually improve its performance in terms of the environment and safety in work environments, keeping the focus on prevention from air, soil, water pollution and the use of sustainable resources.

With this in mind **vimi fasteners S.p.A.** voluntarily adopts an Environmental, Health and Safety System (SGAS) that is compliant with UNI EN ISO 14001 and OHSAS 18001 standards, and intends to:

- Operate in full compliance with all laws, compliance obligations, regulations and standards applicable to company processes and services, applying internal management standards which reflect the spirit of continuous improvement, to develop environmental and safety virtuosity.
- Ensure that products and operations do not compromise the health of workers and the general population, establishing and maintaining adequate controls by carrying out specific audits and periodic reviews also to ensure that the principles included in this policy are followed and that the requirements of the system are met.
- Provide training, awareness-raising and participation programs for all staff so that each employee understands the principles inspiring this policy and their environmental and safety responsibilities and are aware of same when carrying out their work, each being an integral part of the System.
- Provide a suitable level of information on problems and developments in environment and safety.

More specifically, for the purpose of preventing forms of pollution and in the interest of safety, the Company focuses its efforts on:

- > Minimising potential injuries/accidents and reducing risks by adopting adequate operational and management measures to make staff aware of their responsibilities and train them to ensure that they carry out their duties safely, particularly on the use of personal protective equipment.
- > Monitoring and if possible reducing the consumption of natural resources and energy.
- > Managing waste through documentation and on a practical level, ensuring that it is properly disposed of, increasing the use of recycling and improving the way in which it is stored.
- > Checking polluting emissions and refuse and selecting the substances used in production especially in terms of the environmental impacts and risks that these substances involve.
- > Making our suppliers aware and including their participation with a view to respecting the environment and safeguarding worker health, supplementing these aspects with quality requirements.

vimi fasteners S.p.A. undertakes to continually improve its environmental and safety performance. To do this, in the light of the principles contained in this Policy, it establishes objectives and targets, measures progress through the use of specific indicators and notifies the results, asking all the employees for cooperation effective handling in order to facilitate environmental and safety management and to ensure conformity with the requirement of the environmental management system.

This Policy is notified to everybody through its display in company premises and through the various internal and external information channels used to disseminate information.