

SIRTRES was founded in 1983 with the aim of selling engineering polymers with high properties to meet the increasingly demanding requirements of the market.

In this context, SIRTRES has set itself the continuous objective of being among the leading companies operating in the sector, distinguishing itself not only in terms of quality, but also in terms of safety and environmental aspects.

The company management, considering the organisational context and the operational circumstances of its business, is committed to pursuing the efficiency of the management system while maintaining and improving the achieved level of quality of its processes. In addition, the SIRTRES management is actively committed to ensuring that the legal requirements and internal procedures defined for safety and environmental management are implemented within the company.

The Company's corporate policy is set out in this document, which defines the following objectives:

1. QUALITY POLICY:

- The company is committed to increasing its market share by working towards the full satisfaction of customer expectations, also through compliance with contractual agreements; contributing, in this way, to the development of the economic and social context in which the company operates, acting as a stimulus to the growth of services and the rational use of economic resources in local communities and favouring the meeting between the needs of civil society and those of the world of work;
- we operate by ensuring effectiveness, efficiency and reliability, employing all the necessary resources to guarantee compliance with the principles of diligence and fairness, and respect for current regulations;
- We take all necessary actions to correct and prevent non-compliant situations;
- we work for the continuous involvement of personnel and the development of skills, through the organisation of training/information events, pursuing the growth, awareness and sense of responsibility of all employees; guaranteeing a high level of professionalism, both at managerial/management and operational level
- give preference to suppliers who act with a view to continually improving the quality, safety of the products and services provided and the environmental and occupational safety aspects;
- create a healthy and liveable environment, as far as possible, in the company's production and non-production sites;
- we pursue continuous improvement of existing technologies, plant and machinery and equipment in order to improve quality aspects and reduce safety risks and environmental impact;
- we maintain a transparent and cooperative relationship with the public authorities and/or the relevant Control Bodies;
- periodically review the Policy, Objectives, Targets and related implementation programmes and give them adequate visibility within the company.

2. SAFETY AT WORK:

It is the policy of SIRTRES to conduct its activities in such a way as to safeguard the safety of its employees, third parties involved in its operations, customers, and the public and all relevant stakeholders.

The company shall constantly strive to prevent accidents, fires and occupational diseases, through the active and positive participation and collaboration of each employee.

It will also continue to make every effort to identify and remove or control risk situations related to work activities.

It is therefore the policy of SIRTRES:

- Maintain plant and equipment
- Provide training, education and information to personnel
- Define specific instructions and procedures

to safeguard against damage to property or persons.

3. ALCOHOL AND DRUGS POLICY:

SIRTRES is committed to ensuring a safe, healthy and productive working environment.

The Company recognises that the abuse or misuse of alcohol, drugs and other similar substances by employees adversely affects the efficiency and safety of both the individual and the company as a whole. Therefore, the use, possession and distribution of alcohol and illicit substances is prohibited in the company. Employees are also advised to avoid their use outside the working period, if the effects resulting from their consumption may persist during subsequent work. Failure to comply with this requirement constitutes grounds for disciplinary action.

4. INDUSTRIAL HYGIENE (Product Safety):

It is the policy of SIRTRES:

- Identify and manage the risks associated with the products used in the company's production activities
- Provide information, education and training on the management of hazardous substances used in company processes
- Indicate precautions for handling the products used
- Comply with the laws and regulations applicable to the products used

5. ENVIRONMENTAL PROTECTION:

It is the policy of SIRTRES to conduct its activities compatibly with the environmental and economic needs of the communities in which it operates, with a view to controlling and, where possible, reducing, environmental impacts.

Furthermore, it is the company's policy to comply with applicable laws and regulations and to constantly strive to improve its performance in the field of environmental protection and to adopt applicable solutions to optimise energy consumption.

To achieve the objectives, the Management is committed to:

- ensure that the Company Policy is supported at all levels of the Company organisation;
- involve and consult collaborators on issues related to safety at work (in particular through the Workers' Safety Representative) and on issues related to the environment
- guarantee the human and instrumental resources necessary to achieve the Company's objectives;
- encourage the improvement of each employee's individual skills and the establishment of the best company climate.

The dissemination of the Company Policy, as well as the objectives, takes place through the distribution of this document and the Company Management System documentation.

This document is available to the public: the Company takes steps to disseminate it in various forms of communication and distributes it to anyone who requests it.

Muggiò, 10/04/2023

The General Management