

## QUALITY, ENVIRONMENT, HEALTH AND SAFETY, AND SOCIAL RESPONSIBILITY AT WORK POLICY

The key factors to the success of **Bericah S.p.A.** are primarily linked to the ability to identify and interpret market and customer needs.

It has always been fundamental and essential for Bericah S.p.A. to focus on the quality of products and services, offering innovative items and top-of-the-line products that meet and anticipate customer needs. Working with the main objective of satisfying customer requirements, applicable regulatory requirements, and pursuing continuous improvement is essential for providing market-recognized products and enhancing customer satisfaction through a fast, efficient, and punctual service.

Furthermore, Bericah considers environmental protection (including the prevention of all forms of pollution), health, and safety in the workplace not only as integral parts of overall organizational management but also as indispensable milestones—a moral and social obligation. Improving environmental performance, continually reducing risks, and enhancing workplace health are crucial for successfully managing any work activity.

Bericah also aspires to contribute to societal well-being by improving the quality and safety of human life for its employees (with particular reference to the protection of the rights of vulnerable groups) and the community it operates in. This includes preserving the environment for future generations, considering the social, environmental, and economic impacts of its activities.

The Policy asserts that, in respecting the environment and managing health and safety, responsibility extends to all components of the organization, from management to every worker. Furthermore, the Policy aims to ensure the commitment to social responsibility through the application and dissemination (throughout the production chain) of the principles and content of the SA8000 standard.

The adoption of an Integrated Management System according to the **UNI EN ISO 9001:2015**, **UNI EN ISO 13485/2016**, **UNI ISO 45001:2018**, **UNI EN ISO 14001:2015**, and **SA8000:2014** standards aims to increase the positive impact of these factors. In full coherence with these principles, Bericah S.p.A.'s management has defined its general objectives as follows:

- Increase customer satisfaction by enabling them to choose products that best meet their needs.
- Direct the quality of products and items towards maintaining and improving technical standards.
- Ensure increasing levels of quality and continually better performance, directing the quality of products and items towards innovation.
- Assure the flexibility of the structure in adapting its service to customer requests.
- Establish a clear relationship with suppliers to obtain product quality levels suitable for their needs, with mutual benefit.
- Select and evaluate suppliers, considering their commitment to complying with SA8000 requirements.
- Improve the quality of life for employees and the community, consistently with the concept of sustainable development, taking into account the impacts of its activities.
- Adhere to national and supranational regulations on labor protection, relevant national collective labor agreements.
- Maintain social responsibility requirements over time and adapt to new requirements if necessary.
- Document and communicate the commitment to social responsibility to stakeholders.
- Act constantly to involve, motivate, and develop the skills of all personnel through training, information, and awareness initiatives.
- Ensure an approach oriented towards risk assessment and the prevention of potential problems.
- Commit to fulfilling obligations of conformity, meeting requirements, and improving the effectiveness of the adopted Integrated Management System.

As the policy aims to be a "reference framework" for the entire organization, the management commits to:

- Define and periodically formulate objectives for relevant organizational levels and functions.
- Provide safe and healthy working conditions, eliminate hazards, reduce risks to health and safety, meet applicable requirements, especially social and legal ones, and consult and involve workers and their representatives.
- Monitor the correct implementation of what is defined in the documentation related to the Management System.
- Ensure understanding, implementation, and support of this Policy at all company levels through its dissemination and explanation.
- Review the policy to ensure its continuous suitability.
- Provide adequate means and resources to achieve the set objectives, endowing resources with the necessary independence and autonomy.
- Create indicators to measure the performance of the Quality, Environment, Health and Safety, and Social Responsibility Management System.

Complaints related to SA8000 (social responsibility) can be addressed to:

1. Bericah S.p.A. – Via dell'Artigianato, 26 - 36057 Torri di Arcugnano (VI).  
e-mail **info@bericah.it**
2. IMQ Certification Body - Via Marco Fabio Quintiliano, 43 - 20138 Milano MI.  
e-mail: **segnalazioni@imq.it**
3. IQNet Ltd - Bollwerk 31, CH-301- Bern - Switzerland. Tel.: +41 313102440 - Fax: +41 313102449  
e-mail: **SA8000@iqnet.ch**
4. Social Accountability (SAAS) - SAAS Social Accountability Accreditation Services  
15 West 44th Street, 6th Floor New York, NY 10036. Tel.: (212) 391-2106 - Fax: (212) 684-1515  
e-mail: **saas@saasaccreditation.org**

Each complaint is managed by the management, supported by SPT, coordinating its resolution by involving the relevant functions and activating necessary corrective actions according to the specified procedure.

Arcugnano, 03 May 2022