

Montalbano Industria Agroalimentare SpA

Occupational Health and Safety Policy

Rev.2_11/11/2020

Senior Management of Montalbano Industria Agroalimentare SpA implemented a Management System for Health and Safety in compliance to UNI EN ISO 45001:2018 Standard, based on process improvement and satisfaction of its own internal and external stakeholders.

Senior Management, after a careful analysis of its own internal and external context, of expectations of its own stakeholders and of a continuous risk/opportunity analysis, committed itself to establish an adequate document system to ensure that any worker could acquire awareness about: the importance of compliance to policy; health&safety procedures and system requirements; personal duty about safety; the consequences – actual or potential – of their own working activities on their own and others' safety; benefits due to single performance improvement; their own role and responsibility to reach compliance to health and safety policy; potential consequences of inadequacy respect to defined operating procedures.

The vision and basic values of Montalbano Industria Agroalimentare SpA about occupational health and safety (OHS) can be summarized as follows:

- OHS management and related results are essential and unavoidable parts of Company management, the same as for other business results.
- Working activities never shall damage workers health and safety
- OHS is a basic and undeniable principle for each our activity
- Compliance to in force regulation and relevant agreement is unavoidable and independent from any other company assessment at every level.
- Responsibility in OHS System Management involves everyone, each for its own expertizing and competence, from the Ownership down to every single worker.
- The whole Company commits itself to continuous improvement and OHS prevention since outcoming results make OHS System better.
- Every people in the Company shall be sensitized and trained in order to carry out their own work in full safety, assuming their own responsibilities about OHS
- Everyone in the Company shall be engaged and consulted about OHS

Main goals of Montalbano Industria Agroalimentare SpA OHS System can be summarized as research and commitment in order to obtain:

- Reduction and elimination of any work-related injury and disease
- A better management of processes, through continuous attempt to eliminate hazards and following risk reduction
- Reduction of potential and actual injury causes, by corrective and improvement measures.
- Increase of awareness and training level of personnel about OHS
- A prompt check of compliance to law requirements.
- A more continuous and effective communication between Company and workers, ensuring the commitment to consultation and participation, also through meeting to discuss OHS issues
- A better monitoring of control level of residual risk, in order to further reduce it through continuous improvement actions.
- An approach to continuous improvement of its own OHS Management system.

On that purpose the Managing Direction commits itself to comply with currently relevant regulation about OHS, to its continuous updating and to comply with requirements of UNI EN ISO 45001 Standard, to supply all human, goods, financial and equipment resources needed, and to preside over periodic Managing Review in order to assess the achievement of goals, progress of schedules and system status.

This Policy is publicized to all workers and to all external stakeholders.

- Lamporecchio, 11 november 2020

The Managing Director
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