

## **ENVIRONMENT, HEALTH AND OCCUPATIONAL SAFETY POLICY**

ICA SpA, in full compliance with laws, commits itself to carrying out its activity responsibly, with practices that guarantee environmental conservation and workers' safety and that, at the same time, avoid or reduce to the minimum any possible negative effect on the environment or on safety.

In order to implement this Policy, ICA SpA developed its integrated safety-environment management system and set some improvement goals coherent with its nature and size.

From a dynamic perspective of system, these goals are in constant evolution and the Executive Management commits itself to improving its employees' health and safety, as well as environmental protection

### **GENERAL PURPOSES**

According to the Executive Management of ICA SpA, the main purposes of the Policy are:

#### EMS (Environment Management System)

Study and research of low-impact products. In particular, the company aims to invest huge resources in the development of water based coatings and to encourage the market to use water-based products instead of solvent-based products.

Improvements in the collection, storage and management of waste and progressive reduction of the quantity produced.

Reduction of the negative impact on the environment.

Development of technical solution for plants, aimed to reduce negative effects on the environment (emissions in atmosphere, waste production, etc.).

Prevention of pollution and safeguard of the environment.

#### WHSMS (Work Health and Safety Management System)

Study and research of solutions (involving plants, products and processes) to eliminate/reduce risks to employees and safeguard their health, as well as that of third parties and of the community in which the company operates.

Management of activities with the purpose to prevent accidents and occupational diseases. Consequently, the design, management and maintenance of plants and machinery, including cleaning operations in the workplace, will have to consider this objective.

Participation of the whole organisation to achieve the fixed safety objectives, according to the different functions and competences.

Aspects concerning health and security are considered essential in defining new activities or revising the existing ones.

Prevention of accidents, occupational diseases and damages to workers' health, including third parties working in the company's premises, thanks to the

continuous improvement of safety

Maintenance of full compliance with laws, with reference to legal provisions and other regulations.

Commitment to maintaining full compliance with laws and with the applicable regulations on health and security on the workplace, including those voluntarily adopted by the organization.

To involve the employees and make them aware of environmental issues related to the company activities.

To guarantee the consultation of employees through the workers' representative for security, on aspects concerning safety and health on the workplace.

To study the efficiency of plants to identify possible sources of energy saving.

To train, inform and raise awareness among workers about the importance of working in safety and taking on responsibilities on health and safety on the workplace.

To monitor, control and improve environmental activities.

To spread information on risks among workers.

To provide training and retraining for workers, according to the different roles.

Active collaboration with providers to look for low-impact products.

To face possible necessities that may arise quickly, effectively, efficiently and diligently.

To raise customers/users' awareness about the environmental aspects of ICA's products (waste management, emissions in atmosphere).

To encourage co-operation among human resources and collaboration with entrepreneur organizations and external institutions.

Periodic review of the company's Policy, objectives, goals, implementation programs and of the integrated safety-environment management system, with the aim of achieving continuous improvements and making them visible in the company.

According to the Executive Management, the whole organization is responsible for managing health and safety on the workplace, from the employer to the employee, each one with his/her own duties and competences. The commitment is twofold: first, to consider health and job safety, as well as the achieved results, an integral part of the company's management and second, to identify and spread the goals and the relevant implementation programs.

What is set out in this Policy is the "frame of reference" to identify the goals in terms of environment and safety, on the basis of which specific improvement programs should be planned.

All this will be effectively achieved only if we agree that the continuous improvement of the environment and job safety represent a “strategic goal” for our company, a goal that everybody should pursue.

Environmental impact factors related to the production processes and the company activities should not be seen as problems anymore, but rather as parts of a system, which must be managed with organizational criteria in a systematic and well established way.

For this aim, ICA implemented an Environmental Management System in compliance with the international standard UNI EN ISO 14001 and a Safety Management System that meets the international standard BS OHSAS 18001 and the “Guidelines for a health and safety management system UNI-INAIL”.

The certification of the Integrated Management System, by an external accredited body, will demonstrate to our customers and to the whole community ICA SPA’s commitment and capability to work respecting the environment, as well as the health and safety of workers.

### **RESOURCES**

The Executive Management commits itself to providing all the necessary resources:

- ❖ financial
- ❖ human
- ❖ technical and infrastructural

These resources will be defined and quantified annually in the course of the Executive Management Review.

### **POLICY REVIEW**

The Policy review takes place every year in the course of the Executive Management Review and is communicated to the concerned subjects:

- employees
- commercial agents
- collaborators
- partners
- customers and providers

### **SPREAD OF THE POLICY**

The instruments identified to spread this Policy are the following:

- ❖ circular letter and/or notice board in the company headquarter and in all ICA’s premises
- ❖ company Website

The Management

