

**Policy Quality Environment Health and Safety Ethics**



## 1. QUALITY POLICY

Biesse Group aims to:

- **Think "modular" and be flexible, in order to respond quickly to the Customer:** through the ability to design and produce modular and standard machines, respond quickly to Customer requirements by adjusting the value chain to market fluctuations, in partnership with their strategic suppliers;
- **Produce "tailor-made", to streamline and innovate the Customer's processes:** accompany the Customer wherever there is a need to customise highly automated control installations and systems, in the required times and with reliable industrial costs;
- **Being "homeless", able to localise and form an alliance where the market requires it:** with organisational identity based on the common wealth of distinctive competences, developed for this in local markets around areas of excellence, but a reference for the whole Group;
- **Being "on the go" 24 hours a day:** able to listen, propose solutions and assist Customers every day, throughout the year;
- **Having "business managers" with courage, determination and a sense of responsibility:** excellent listeners and communicators, able to involve, drive, assess risks, innovate, make the right decisions and assume responsibilities;
- **Always represent its History (men, machines):** transparent in relationships, in understanding the expectations (of the stakeholders), capable of increasing the processes of interaction and exchange through interpersonal and widespread communication.

## **2. ENVIROMENTAL POLICY**

Biesse Group firmly believes that taking care about environment, in all company activities, is essential to help create a harmonious coexistence between humans, technology and nature, and that the commitment towards sustainable development represents an important variable in company management strategy.

The Environmental Management System is based on the following principles:

a) **The saving of natural resources**

Biesse Group is committed to producing more while consuming less energy and fewer resources, optimizing the management of environmental aspects (resources, water, waste, raw materials) to leave future generations a less impoverished and more liveable environment. The commitment taken is to review our products, redesigning and studying them with the objective of obtaining a low environmental impact in terms of greater service life and flexibility, energy savings, increased recyclability of components.

b) **The reduction of the impact of the production systems**

The Biesse Group is committed to reviewing and redesigning processes and technologies that prevent and/or reduce the environmental impact.

This will be possible only by applying the best operation techniques and ensuring the efficient and effective use of energy resources and raw materials.

c) **The respect of the relevant legislation**

Compliance with environmental legislation is a natural step for the Group. It is the expression of the maturity reached by our plants and our management system, a guarantee of sustainable use of natural resources and proper waste management.

### 3. HEALTH AND SAFETY POLICY

Biesse Group puts safety and health of its employees at the center of its activities, in compliance with all mandatory legal requirements. This must be achieved in every workplace, whether represented by production facilities, offices and workplaces of third party.

The **physical safety** and **health** should be a priority in the management of all activities, from concept and design of the machines to their installation and after-sales service, involving employees, suppliers, dealers and customers.

The Management System for the Health and Safety of the Working class is based on the following principles:

a) **Safer behaviour**

All workers are trained, informed and sensitized to carry out their tasks safely and to assume their OSH responsibilities.

b) **Continual evolution for a safer workplace**

All aspects related to safety must be considered right from the definition phases of the new activities, or in the revision of the existing ones, as regards the safety of the work environment and the related tools necessary for carrying out daily activities, with the aim of making the work environment safer and more pleasant, eliminating dangers and reducing risks.

#### 4. ETHICAL POLICY AND VALUES

All the activities are carried out in compliance with the provisions of the **Code of conduct** of Biesse Group, which defines the ethical and social responsibility of each employee and partner.

The Biesse Group believes that its success turns upon **people**; to ensure sustainable development each company activity must be inspired to protecting and promoting the welfare of its people and their cultural diversity.

The Biesse Group **rejects** any form of crime, corruption, abuse, child exploitation and discrimination by protecting its people's opinions and human rights.

The Biesse Group wants to build its company sustainability by encouraging the creation of a strong “sense of belonging” in its people.

In this respect Biesse works in national and international reference framework, drawing on the Universal Declaration of Human Rights from the United Nations, the ILO - International Labour Organisation - core conventions and the OECD Guidelines for Multinational Enterprises.