



COMPANY POLICY

QUALITY, ENVIRONMENT, ENERGY,
HEALTH & SAFETY, ESG

Paratico, 18/02/2025

Our why

*«Giving value to the individual, in order to inspire excellence
and contribute to a better world»*





Company profile

Italian Gasket is a company founded in 1984, headquartered in Paratico (Brescia), covering an area of 15,000 square meters and employing approximately 150 people.

The company manufactures technical rubber-molded components using all types of polymers and supplies various industries, including automotive, tire, household appliances, hydraulic, thermohydraulic, medical, and food sectors.

Italian Gasket pursues **continuous improvement** through a **constant commitment** to the following areas:



QUALITY

QUALITY

- Define measurable improvement objectives and goals over specific timeframes;
- Develop and enhance customer-dedicated services by improving the company's ability to effectively meet their needs and expectations, with a strong focus on monitoring and analyzing both delivered and perceived quality;
- Identify and implement cutting-edge processes, technologies, monitoring and control systems, and production systems that minimize risks to product quality, operators, customers, and stakeholders while ensuring products meet increasing customer demands;
- Pursue product and process development and innovation to expand market opportunities;
- Consider suppliers as partners, working together to achieve shared goals that ensure mutual growth;
- Encourage employee involvement, motivation, competence, and awareness in achieving quality objectives and improving performance through appropriate training and skill development;
- Allocate the necessary resources to ensure the development and continuous improvement of the quality management system;

A close-up photograph of a pine branch with a developing cone. The cone is covered in small, reddish-brown, scaly scales. The pine needles are green and sharp. The background is a soft, out-of-focus green. The word "ENVIRONMENT" is written in large, bold, white, sans-serif capital letters across the middle of the image.

ENVIRONMENT

ENVIRONMENT

- Define environmental impacts and environmental protection objectives, along with stakeholder considerations, within specific timeframes;
- Plan and manage production processes sustainably, with a particular focus on reducing waste, using resources efficiently, and preserving air, water, soil quality, and biodiversity;
- Design and operate production processes and business activities following criteria that prevent pollution, minimize environmental impacts, reduce impacts on animal welfare, lower emissions (GHG emissions) and noise, and prevent potential accidental events. This includes adopting the best available market technologies and ensuring their reliability in plant operation and maintenance;
- Establish appropriate measures to support the gradual decarbonization of operations;
- Responsibly manage the chemicals used in production processes;
- Ensure the responsible sourcing of raw materials;
- Implement suitable control tools and monitoring systems to track the environmental impacts of Italian Gasket's activities and evaluate the effectiveness of improvement programs through relevant performance indicators;
- Promote, where technically feasible, the reuse and recycling of materials and manage waste in compliance with applicable regulations.



ENERGY

ENERGY

- Manage energy sustainably by promoting energy efficiency initiatives and, where technically feasible, increasing the use of energy generated from renewable sources.
- Set measurable objectives for reducing energy consumption while maintaining the same level of performance.
- Allocate the necessary resources to achieve these goals, conduct at least an annual review of the overall energy situation, and ensure timely monitoring of the progress of adopted improvement programs.
- Design and implement production processes and all supporting activities according to criteria that achieve the lowest technically possible energy consumption, adopting the best available market technologies.
- Utilize appropriate control tools and monitoring systems to track the main energy impacts of Italian Gasket's activities, assess improvement programs, and manage risks while ensuring health and safety protection for employees and third parties.



HEALTH & SAFETY

HEALTH & SAFETY

- Ensure the design and implementation of organizational models and production processes capable of preventing potential accidental events, safeguarding the health and safety of workers and stakeholders, while ensuring the regular operation of assets;
- Guarantee the safety of machinery and the ergonomics of workstations by adopting the best available techniques on the market;
- Provide adequate human, instrumental, and financial resources;
- Adopt appropriate emergency plans to respond to major emergency scenarios such as fire and/or health emergencies;
- Ensure continuous training, information, and awareness for management and all workers so that they are placed in the best conditions to safely perform their assigned tasks;
- Ensure the presence of emergency teams trained to manage fire emergencies or first aid requests;
- Ensure the availability of PPE (Personal Protective Equipment) as identified in the risk assessment for all personnel;
- Adopt processes and organizational models that also allow for the traceability of related responsibilities;
- Implement specific initiatives aimed at promoting health, extending beyond the strict workplace environment;
- Define targeted and measurable objectives to reduce injuries and incidents while maintaining the same level of performance;
- Promote the participation of all employees in the risk prevention process and in safeguarding health and safety for their colleagues and third parties;
- Establish a dialogue based on collaboration with all stakeholders to ensure clarity and transparency in the company's approach to health and safety in the workplace.

A top-down view of approximately ten hands of various skin tones (ranging from light to dark brown) reaching in from the edges of the frame and interlocking to form a circle. The hands are positioned with palms facing inward, creating a sense of unity and support. The background is a dark, textured surface, possibly a wall or a large piece of fabric, which provides a stark contrast to the lighter skin tones of the hands.

SOCIAL

- Promote and encourage proactive communication and consultation at all levels of personnel to achieve objectives and improve processes. In particular, the Corporate Management is committed to fostering both top-down and bottom-up communication through the implementation of the Systematic Managerial Communication Plan (regular meeting schedule);
- Promote the protection of child and adolescent labor in compliance with applicable laws and regulations, such as Law No. 977 of October 17, 1967;
- Value people by creating and maintaining the necessary conditions for each employee's skills, competencies, and knowledge to continuously expand, ensuring both the effective achievement of corporate goals and their professional and personal growth;
- Ensure ethical hiring practices, with remuneration levels and working hours in accordance with the applicable National Collective Labor Agreement (CCNL). Italian Gasket does not tolerate hiring practices that involve slavery or forced labor;
- Recognize and respect personal dignity and the fundamental human rights of all individuals, including the rights of minorities. Italian Gasket does not tolerate any form of discrimination based on nationality, culture, religion, gender, race, or social class but believes in the enriching power of diversity;
- Guarantee freedom of association and collective bargaining, respect for women's rights, the preservation of diversity, equity, and inclusion, and the prevention of discriminatory and harassing behavior within the company, in compliance with the Code of Ethics. Italian Gasket does not tolerate gender discrimination or any form of physical or psychological violence.

GOVERNANCE

A modern office interior with a large conference table, a man standing by a chalkboard, and large windows. The word "GOVERNANCE" is overlaid in large white letters. The scene is viewed through a glass partition. In the background, a group of people are seated around a long wooden conference table, engaged in a meeting. To the right, a man in a light-colored shirt and dark trousers stands next to a large black chalkboard, looking towards the group. The room features large windows with black frames, allowing natural light to enter. Two large, white, cylindrical pendant lights hang from the ceiling. The floor is covered with a grey carpet. The overall atmosphere is professional and collaborative.

GOVERNANCE

- Apply best governance practices and organizational models that prevent corruption, money laundering, conflicts of interest, counterfeiting, and violations of third-party intellectual property rights, in full compliance with the company's Ethical Code;
- Ensure maximum data security and management protection, preventing any unauthorized disclosure of confidential information;
- Guarantee that accounting records are maintained in accordance with principles of transparency, truthfulness, completeness, clarity, precision, accuracy, and compliance with current regulations;
- Continuously confirm that all company activities strictly comply with applicable laws (both Italian and those of the countries where the company operates), adhere to market regulations, and uphold the principles of fair competition;
- Provide a secure and confidential whistleblowing mechanism, allowing employees and stakeholders to report concerns to the designated entity without the risk of retaliation.

CONTINUOUS IMPROVEMENT



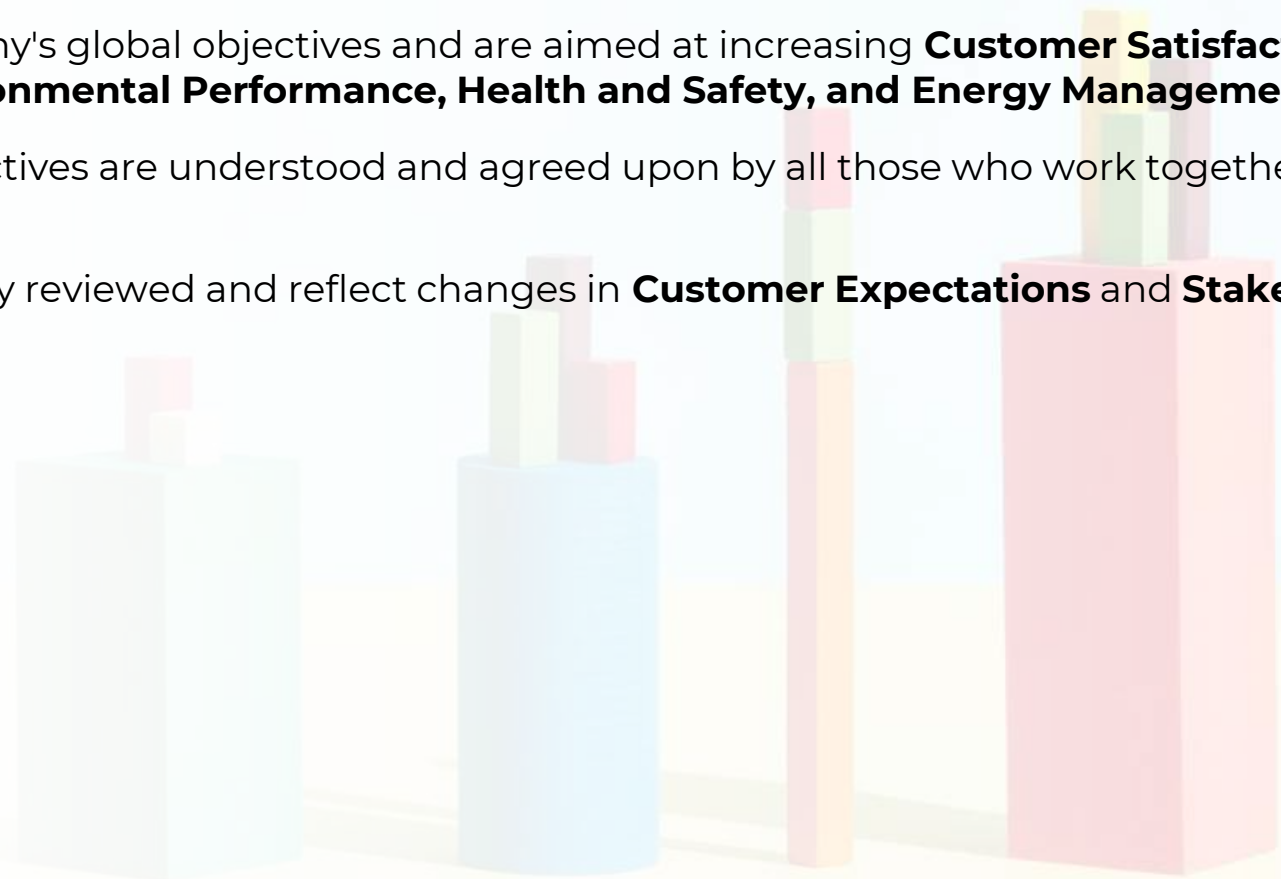
CONTINUOUS IMPROVEMENT

The improvement objectives are established for the entire organization, taking into account the analysis of the internal and external context, the needs of stakeholders, the identification of risk factors, and the opportunities that impact the company.


They are integrated with the company's global objectives and are aimed at increasing **Customer Satisfaction, Process Effectiveness and Efficiency, Environmental Performance, Health and Safety, and Energy Management.**

The strategies to achieve these objectives are understood and agreed upon by all those who work together to accomplish them.

Improvement objectives are regularly reviewed and reflect changes in **Customer Expectations** and **Stakeholder Needs.**



MANAGEMENT SYSTEMS

A blurred background image showing a business meeting. Several people are gathered around a table, looking at documents and charts. One person's hand is visible, holding a pen over a document with various charts and graphs. The overall scene suggests a professional environment focused on data analysis and management.

MANAGEMENT SYSTEMS

As a tool for managing Quality, Environment, Health and Safety, and Energy, the QMS/HSEE covers all company activities, ensuring the compliance of Italian Gasket's products and performance with customer expectations and stakeholder requirements.

The Management System Manager has the full support of the Management and is responsible for the correct application of the Quality, Environment, Health and Safety, and Energy Management System.

The Quality System and the Integrated Environment, Health and Safety, and Energy System encompass all the structures, responsibilities, processes, procedures, and resources that Italian Gasket S.p.A. makes available in adequate quantity and quality to ensure the expected levels, compliance with legislative requirements, and specific customer requirements.

Italian Gasket recognizes as a strategic choice the promotion of a culture of quality, environmental protection, workplace health and safety, and energy saving by fostering the implementation of management systems compliant with **ISO 9001, IATF 16949, ISO 14001, ISO 45001, and ISO 50001** in their current editions.

Italian Gasket promotes the widest dissemination and sharing of this policy so that employees and stakeholders fully understand its contents and successfully implement them.



KPI

QUALITY

- Customer Satisfaction
- Non-Quality – Market Returns
- % Scrap
- Supplier Vendor Rating
- Audit Plan

ENVIRONMENT

- Waste Management
- Audit Plan
- Environmental Incidents
- Carbon Footprint Scope 1 & Scope 2
- Decarbonization Plan
- Emission Analysis
- Water Consumption

ENERGY

- EnPI
- Audit Plan
- Real-Time Energy Consumption Monitoring

HEALTH & SAFETY

- Health Surveillance Plan
- Injury and Near-Miss Levels
- Risk Analysis
- Audit Plan

SOCIAL

- Periodic Supervisory Body Report

GOVERNANCE

- Periodic Supervisory Body Report

CONTINUOUS IMPROVEMENT

- 5 KPIs Monitored Monthly by the Management Committee

MANAGEMENT SYSTEMS

- Certified ISO 9001; IATF 16949; ISO 14001; ISO 45001; ISO 50001

KPI





www.italiangasket.com