

COMPANY POLICY

The Ritmonio's Direction Board considers Quality as the strategic fundamental instrument for the development of the company and for the achievement of goals such as efficiency and effectiveness of the given service, not disregarding anyway the requirements of health and environmental safety.

For this reason the Ritmonio's Direction Board has decided to establish and maintain a "Sistema Integrato" (Integrated System) into compliance with the UNI EN ISO 9001:2008, UNI EN ISO 14001:2004 and BS OHSAS 18001:2007 rules. These are generally described into the "Manuale di Gestione Integrata" (Manual of Integrated Management), being applied to the entire development of the given service, from the acquisition of the contract until the delivery of the product to the customer.

The introduction of the Integrated System, indeed, helps us to have an instrument that assures both the monitoring of the performances that Ritmonio offers and the determination of points of improvement.

Ritmonio is willing to develop an environment of good quality, well recognized by partners and customers, both internal and external, without anyway forgetting the aspects concerning health and work safety of workers and the environment protection. The Integrated System is constantly and continuously updated according to the used standards of reference.

The President of the Administration Board and Managing Director together with the Managing Director (having authority on Environment and Safety on Workplace) think that is strategically essential to fix a company policy aimed at pursuing the goals of Quality, Safety and Environment that would help a constant development of its markets, mainly foreign ones, assuring the respect of rules on safety and health of both workers and environment.

Furthermore they want to assure customers:

- on the respect of rules - UNI EN ISO 9001:2008, UNI EN ISO 14001:2004 and BS OHSAS 18001:2007;
- that the quality of products and services respects the requests;
- on the transparency of the entire system and the consequent possibility of checking;
- on the constant and continuous update of the System and goals referring to the needs of the markets, of the customers and of the enforceable laws.

The trend to quality, health and safety of workers and to environment preservation must involve the whole of the staff at all levels, indeed the performances of every person have an effect on the final result.

Specific goals will be worked out regularly in order to make the general above mentioned goals operational and really computable.

The correct application of this System, developed thanks to the involvement of the whole staff, helps:

- to grant the internal and external transparency of the company policy;
- to fix the procedures suitable for its achievement;
- to verify its correct application;
- to improve the company culture to make it grow towards a total quality;
- to set up an Integrated System evolving continuously and being always responding to the principles of economy;
- the development of a self-control system of all workers performing their duties;
- the attention to the improvement of internal organisation.

To achieve the above mentioned goals, the Direction Board commit themselves:

- to awaken the entire staff at all levels, making them understand what it is written in the Company Policy;
- to supply the means to pursue the established objective;
- to supply the necessary human and instrumental resources;
- to involve the whole staff through a constant activity of information and education on the culture and on the technique of quality, safety and environment to constantly improve the processes of the company culture avoiding pollution, accidents and the occupational diseases;
- to effect a targeted analysis to select qualified suppliers to start a firm business relationship with, sharing with them the research of the continuous improvement of performances and the environment safeguard;
- to exert a constant control on the implementation on what the Integrated Management Guide states, to identify the problems, to look for and to introduce the actions in order to solve problems;
- to verify the implementation of the taken corrective and provisional measures;
- to revise regularly the conformity of the System to the company policy and to produce the technical and organisational changes to pursue that goal;
- to monitor the consumption of energy and water resources;
- to monitor the correct management of waste in every area of the company;
- to monitor the market in order to substitute the dangerous substances with less dangerous ones.

The quantitative target is defined and registered during the Direction Review Document.

13th May 2015

the President of the Direction Board and Managing Director, Mr Carlo Ritmonio

the Managing Director having authority on Environment and Safety on Workplace, Mrs Virginia Gilardi

0. DOCUMENT TAKEN FROM THE INTEGRATED MANAGEMENT GUIDE – SECTION 5
“RESPONSIBILITY OF THE DIRECTION BOARD”