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	QUALITY POLICY (extract)	
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The following is the Quality Policy adopted by the Mont-Ele Management which applies to all the operating units of the Company.


Our main quality criterion is the satisfaction of our customers. We must strive to maintain their full trust in Mont-Ele as their supplier of products and services. Customer requests and expectations must be met by our activities and products in accordance with what has been agreed. Each supply must produce a reference for future business.

On the basis of the principles set out above, the first objective of Mont-Ele is to implement all the planned and systematic activities necessary to guarantee the maintenance and improvement of the quality of the products and services provided for:

- satisfy the requests and expectations of the customer in terms of characteristics, reliability, completeness, delivery time as well as those of all interested parties.
- a continuous review of the “product requirements” and the results achieved to identify opportunities for product quality improvements
- to be in accordance with the laws and regulations in terms of Quality, Environment, Safety and Social Responsibility
- ensure the conservation of the environment
- guarantee the safety and health of workers
- optimize costs and improve internal effectiveness
- the monitoring and implementation of corrective / preventive actions in a dynamic way of the processes and / or critical activities, such as to reduce the NC to a minimum.

This is done by:

- the setting up and implementation of an Integrated Quality, Environment, Safety and Social Responsibility System in accordance with International Standards (see chapter 2)
- an adequate organization that provides a structural framework to define and review the objectives for quality, the environment, worker safety and social responsibility, as indicated in paragraph 5.4.1
- communication and instruction of the Policy within the company.

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The top management of Mont-Ele, in order to verify the progress of the Quality, Environment, Safety and Social Responsibility System and its adequacy to the needs of the market and interested parties, has identified some indicator elements, reported in the AQ / GSPQ procedure / 16, from the examination of which it is possible to identify any improvement actions and investment directions.

The examination of these elements is carried out annually by the Management, with the collaboration of RQAS, and is formalized in the final report of the year by actions planned for the following year.

The Quality policy, in particular with regard to environmental aspects, is integrated as follows:

Mont-Ele is fully aware that a responsible economic strategy, addressed to the environmental problems deriving from its activities, is essential for its own success and for that of its Customers.


Mont-Ele also recognizes that the continuous improvement of its environmental performance leads to significant commercial and economic advantages, satisfying, at the same time, the expectations of environmental improvement relating to the territorial context in which Mont-Ele operates.

Mont-Ele, therefore undertakes to pursue a policy of continuous improvement of its environmental performance, minimizing, where technically possible and economically sustainable, any negative impact on the environment of its activities.

Mont-Ele intends to achieve the goals indicated above through the following actions:

- * implement every effort in organizational, operational and technological terms to prevent pollution of water, air and soil.
- * minimize the consumption of energy and water and the production of waste, promoting the recycling where possible;
- * define environmental objectives and targets, to be integrated with the operational management of the plants and company development programs;
- * ensure that the environmental policy set out here and the related management system are understood, implemented and maintained at all levels of the organization and that the system is supported by periodic and systematic training activities;
- * ensure that, in appropriate forms, the contents of the policy included in this document are made available to the public.

The Quality policy, in particular as regards the aspects of Health and Safety at Work (OSH), is integrated with the following purposes:

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* progressively reduce the overall costs of OSH including those deriving from accidents, injuries and work-related illnesses by minimizing the risks to which employees or third parties (customers, suppliers, visitors, etc.) may be exposed;

* help improve occupational health and safety levels;

* increase its efficiency and performance;

Mont-Ele intends to achieve the goals indicated above through the following actions:

* the affirmation that the responsibility in the management of OSH concerns the entire company organization, from the employer to each worker, according to their own attributions and competences to avoid that prevention is considered exclusive competence of some subjects with consequent deresponsibility of the others and lack of active participation;

* the commitment to consider OSH and its results as an integral part of business management (thus considering an OSH result as rewarding and important as a production or quality result);

* the commitment to continuous improvement and prevention;

* the commitment to provide the necessary human and instrumental resources;

* the commitment to ensure that workers and all people working under the control of Mont-Ele are sensitized and trained to carry out their duties safely and to assume their responsibilities in the field of OSH;


* the commitment to involve and consult workers, and to encourage their participation also through their safety representatives, in the development, planning, implementation, performance evaluation and actions for the improvement of the OSH management system;

* the commitment to periodically review the policy itself and the management system implementation;

* the commitment to define and disseminate and provide timely access within Mont-Ele to the objectives of OSH and the related implementation programs.

In particular in order to encourage the participation of workers and make them acquire a greater awareness of the role, have a feedback informed by them and encourage them to report dangerous situations, Mont-Ele, in addition to the above, has instructed the RLS to conduct interviews and training meetings with workers, considering this figure the best suited to establish a trusting and confidential relationship.

The RLS expresses its observations regarding the planning of safety measures during the preparation and updating of the DVR, their implementation during the implementation of new working processes, also on site, and the evaluation of the results by also participating in meetings periodicals of the SPT (See point 4.5).

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The RLS has the task of anonymously reporting to the Employer the reports and suggestions in order to be able to take preventive measures and take corrective actions suitable for continuous improvement of the OSH (See procedure AQ / GS / PQ / 064).

The figure of the RLS also guarantees workers from any form of retaliation following the above reports.

The policy in particular with regard to the aspects of Social Responsibility is integrated with what is described in the document "Social Responsibility Policy".

The policy, applied at all levels of the organization, identifies the principles on which Mont-Ele sets its commitment to improve the organization and its activities towards social responsibility. This policy is communicated and disseminated to all personnel, through the company network system and by posting it on a specific notice board, and to all interested parties through publication on the company website.

In particular, the social responsibility policy commits Mont-Ele to:

- do not to encourage, employ or support the use of child labor;
- do not encourage, employ or support forced labor;
- provide a safe and healthy working environment for employees and contractors at all sites and facilities and take adequate measures to prevent accidents and damage to health arising during work by minimizing, as far as reasonably possible, the inherent risks work environment;
- respect the freedom of association and the right to collective bargaining;
- offer equal opportunity to all employees and not engage in or support discrimination in hiring, compensation, access to training, promotion, termination or retirement on any basis including ethnic and national origin, caste, religion, disability, age, gender orientation, trade union membership or political affiliation.
- not to use or support disciplinary practices or verbal abuse contrary to respect for people's dignity;
- adapt and respect the working hours required by law, by national and local agreements and by the national collective agreements applied;
- remunerate employees in compliance with the provisions of the national collective bargaining agreement;
- involve, as far as being within the Company's capabilities, the suppliers of goods, activities and services so that they also take into account compliance with the requirements of Social Responsibility.