

Addressing the issues of globalization, energy conservation and respect of health and safety at work has become essential to meet the challenge of the market and satisfy all stakeholders. Vortex Hydra must organize to best manage this change, so:

#### Top Management

has adopted as a strategic decision, a system of integrated quality management, environment and safety in compliance with EN ISO 9001, EN ISO 14001 and UNI INAIL SGSL (Guidelines for an occupational health and safety Management System). Implement an integrated system means to apply a working method that allows to conduct the company with systematic, rational, effectiveness. In this way we are able to demonstrate to the market and ensure that our organization is well led and committed to overcome the challenges that will arise in the future.

**In 2009, this working method has been extended to our entire organization, regardless of the type of product sold.**

The integrated management system will be oriented and guided by the following addresses:

#### Common Addresses:

1. Comply with all legal requirements applicable to the company and its products
2. Involve all staff in implementing and improving the integrated management system.
3. Achieve continual improvement of performance processes (quality and environmental) of the company.
4. Maintain and improve the protection of safety and health of workers.
5. Developing an IT infrastructure that can support and improve the effectiveness of processes and business communications.
6. Increase our competitiveness in the global market, thanks to the cultural growth of the company.
7. Extend the application of this method of work throughout **all the organization**.

#### Quality Management System Addresses:

1. Achieving and sustaining **customer satisfaction** and, more generally, to all stakeholders through timely compliance with contract requirements and customer orientation.
2. Effectively monitor the outsourced processes such as external machining.

#### Environmental Management System Addresses:

1. Understand, monitor and improve the environmental impact that may result from our activities and our products.
2. Promoting energy conservation, reduction of resources use that can have significant environmental impacts, pollution prevention.
3. Spread awareness and attention to the influences of the environment that our decisions and our activities entail.

#### Health and Safety principles:

1. As a minimum Vortex should strictly abide by national legislation and/or collective agreements.
2. Healthy employees and a safe working environment, both in physical and psycho-social terms, best serve Vortex's long term objectives.
3. The responsibility for providing a safe and non-discriminatory working environment rests with Vortex management. Vortex is responsible for the development of Health and Safety policies that among other relevant areas also covers drugs in the work place. These policies should contain rules for supportive actions.
4. Efforts to improve the work environment should be continuous and based upon clear targets.
5. Prevention is the primary objective of health monitoring.
6. Vortex collects and annually publishes on boards safety statistics.

These addresses are pursued through the planning, implementation, monitoring and reviewing of measurable objectives, managed through appropriate improvement plans.

Top Management is committed to:

- Set credible goals, measurable and ambitious.
- Providing the necessary resources.
- Promote awareness of the importance of the work of each to achieve those objectives.
- Review the objectives, the results and determine the consequences of government actions in the system.

This policy is communicated to all staff and Top Management ensures the periodic updating and understanding through the constant action of information and awareness.

Copparo, 16 December 2019

For Vortex Hydra S.r.l.

Vittorio Merli

  
