



OMR Management believes that the spread of the Culture regarding the Environment Protection, Sustainability, Health, Safety at Work, respect for the Rights and Dignity of Workers, and the enhancement of differences, is an ethically constitutive element, essential and unavoidable for all the activities, as well as strategic for the full achievement of corporate goals.

For this purpose, OMR has defined an Ethics and Behavior Code, in compliance with which it has organized its activities throughout an **Environmental Management System** (EMS certified ISO 14001: 2015) combined with the **Quality Management System** (QMS) and the **Occupational Health and Safety Management** (SGSSL) compliant with Legislative Decree 81/2008 and subsequent amendments.

This organization is suitable to the real production capacity and the impacts connected to it, in relation to the context and to the interested parties, with specific attention to Sustainability for a development that integrates the ESG key elements (Environment, Social & Governance) related to our business.

OMR Management, by sharing its founding principles with the whole staff, intends to pursue the improvement goals related to environmental, sustainability, safety, and health performances of the workers, making available suitable organizational, technological, and financial resources to:

- **Identify and manage the environmental impacts** connected to the production activities by adopting the needed measures to contain them, to protect and add value to the Environment and Biodiversity.

OMR intends to use raw materials, energy resources and water resources to endorse sustainability, maximize efficiency and favoring, where possible, the use of renewable energies. Our company intends also to reduce emissions having a special consideration for the quality of this emissions in the air (including greenhouse gases) and in water (the containment at source, the recovery and recycling of waste).

- **Individuate and manage sustainability issues** relevant to OMR (materiality), taking them as sustainable development goals (SDGs - *Sustainable Development Goals*), promoting their enhancement and evaluating their progress over time by adopting sustainability reports.

- **identify and manage risks and dangers for the safety and health** of the staff involved in company activities, adopting all necessary and possible measures for their elimination, in order to provide safe and healthy working conditions, ensuring adequate shared protection systems and personal protective devices (PPE), prevention of on-the-job injuries and occupational diseases, maximum safety of machinery, equipment, premises and systems, ergonomics in the workplace, correct choice and management, the responsible use and handling of **products and chemicals**.

- guarantee the respect of all applicable laws and requirements using the **Best Available Technologies** and carrying constantly out the control over compliance laws.

- ensure **constant training** and acquisition by the staff, operating at all levels, of the awareness about the fundamental elements of managing the Environment, Sustainability and Health and Safety of one's own, colleagues and all interested parties.



**INTEGRATED ENVIRONMENT, SUSTAINABILITY,
HEALTH, AND SAFETY AT WORK POLICIES**

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- define the relevant **goals** related to Environment, Sustainability, Health, and Safety (including specific indicators relating to on-the-job injuries), as well as the appropriate tools and indicators, to periodically monitor and review company performances and identify areas for possible improvement, actively promoting the adoption of high reference standards.
- ensure the **implementation of these goals** through procedures, instructions, and training for the correct and safe fulfillment of the assigned tasks so that the entire company structure (managers, supervisors, workers) contribute according to their own powers in the achievement of the safety aims, with responsibility in reference to the job performed.
- realize the necessary processes to prevent and prepare the react to potential **emergency situations** with particular attention to **fire prevention** and related **protection** measures.
- promote the **consultation and participation** of workers and their representatives, the **awareness** and involvement of all interested parties, in particular employees and suppliers, in the promotion of safe (environmentally and ethically sustainable) practices, informing them about the performances achieved and collecting their requests, keeping an open and real communication system for the purpose of understanding, and sharing topics and aims of this Integrated Policy.

With these actions, OMR intends to pursue a production model based on safety and efficiency of processes, respect for the environment and for the principles of the circular economy, sustainable development in an inclusive and respectful work environment.

The **Integrated Policy for the environment, sustainability, health, and safety at work** is propagated and illustrated to all employees, to promote corporate culture and it is also transmitted externally to interested parties.

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