



INTEGRATED HEALTH, SAFETY AND ENVIRONMENT POLICY

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OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT POLICY

In full compliance with the laws currently in force, ICA SpA is committed to conducting its operations responsibly, deploying methods that can guarantee at all times the safety of the environment and of its personnel and that can ensure that any negative impact on the environment or on safety is eliminated or reduced to the minimum possible technically and economically achievable levels.

To implement this policy, ICA SpA has developed its own integrated HSE management system and has set out objectives for improvement that are coherent with the nature and scale of the business.

Within what is a dynamic system, these objectives are constantly evolving, and the commitment of the Executive is towards continuous improvement, both in relation to the environment and in relation to health and safety in the workplace.

GENERAL OBJECTIVES

The Executive of ICA Spa has identified the following as the main objectives of the policy:

EMS

Development of, and research into, products with low levels of environmental impact. Specifically, the company intends to invest heavily in the development of water-based coating products, and to influence the market with a view to steering it towards more widespread use of water-based products to replace solvent-based products.

Enhancement of the collection, storage and management of waste and gradual reduction of the quantity of waste generated.

Reduction of the negative impact of the company on the external environment.

Development of technical solutions, applicable to the processing systems, geared towards reducing negative environmental impact (atmospheric emissions, generation of waste, etc.).

HSMS

Development of, and research into, solutions (system-based, product-based, process-based) with a view to eliminating/reducing the risks for personnel and to safeguarding the health of personnel, of third parties and of the community in which the company operates.

Management of operations with a view to preventing accidents, injuries or work-related illnesses. The company steers the design, implementation and maintenance operations, including the cleaning of the workplaces, machinery and systems, towards this aim.

Participation of the entire company infrastructure, in line with the individual assignments and competences, in the effort to reach the safety objectives defined.

Matters of health and safety are considered essential in the definition of new activities or in the revision of existing activities.



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Prevention of pollution and safeguarding of the environment.

Maintenance of full legislative compliance, in relation both to legal and other requirements.

Involvement and awareness-raising of all personnel in relation to environmental issues associated with the company's operations.

Analysis of the effectiveness of the processing systems in order to identify possible sources of reduced energy consumption.

Continuous monitoring, auditing and improvement of environmental performance.

Pro-active collaboration with suppliers to conduct research into products that have lower levels of environmental impact.

Raising the awareness of clients/users on the environmental aspects of ICA products (waste management, atmospheric emissions).

Regular re-examination of the policy, objectives, milestones, implementation programs and integrated health, safety and environment management system, with a view to pursuing continuous improvement and to ensuring appropriate visibility of the policy within the company.

The content of this policy represents the “framework of reference” for identifying the health, safety and environment objectives and milestones that form the basis for the planning of specific improvement programs.

All of this can only be successfully implemented if CONTINUOUS IMPROVEMENT OF THE HEALTH, SAFETY AND ENVIRONMENT PRACTICES is deemed to be a “strategic objective” for the company – one that all personnel must endeavor to pursue.

Prevention of injuries, work-related illnesses and damage to the health of personnel, including third parties working within the company, with a commitment towards the continuous improvement of occupational health and safety.

Compliance with all of the applicable regulations, including those voluntarily put in place by the organization, on matters of occupational health and safety.

Ensure consultation with personnel, including through the employees' safety representative, in relation to matters of occupational health and safety.

Train, inform and raise the awareness of personnel on how to carry out their duties safely and on how to assume their responsibilities in terms of occupational health and safety.

Distribution of information on workplace risks to all personnel; provision of training and refresher courses to personnel, with specific reference to each individual's role.

Dealing rapidly, effectively and efficiently with requirements that may emerge at work.

Promotion of co-operation between the various company resources, and of collaboration with relevant industry bodies and external bodies.



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Factors that have an environmental impact associated with the company's manufacturing processes and general operations must no longer be considered as problems but, rather, as aspects of a System to be managed with organizational criteria, in a well-planned, methodical fashion.

To this end, the decision has been taken to implement an Environmental Management System in compliance with the international UNI EN ISO 14001 standard, and an Occupational Health & Safety Management System in compliance with the international BS OHSAS 18001 standard and with the "Guidelines for a UNI-INAIL occupational health and safety management system".

The certification of our Integrated Management System by an accredited external body will demonstrate to our clients and to the wider community our commitment and our capacity to operate in ways that fully respect the environment and the health and safety of our personnel.

RESOURCES

The Executive commits to supplying all of the necessary resources:

- ❖ financial
- ❖ human
- ❖ technical and infrastructural

in order to achieve these objectives.

Where lacking, these resources shall be defined and quantified on an annual basis during the Management Review.

REVIEWING THE POLICY

The policy is reviewed on an annual basis during the Management Review, and all of the interested parties are informed of the outcome:

- employees
- agents
- collaborators
- shareholders
- clients and suppliers

PUBLICATION OF THE POLICY

The tools used to make the policy publicly available are as follows:

- ❖ circulars and/or company notice boards at all ICA facilities
- ❖ the company's website

The Executive

A handwritten signature in black ink, appearing to read 'Sand. Weiss', is written over a horizontal line.