

## POLICY FOR THE ENVIRONMENT AND PROTECTION OF HEALTH AND SAFETY IN THE WORKPLACE

Industria Chimica Adriatica is a large Italian group based in Civitanova Marche (Macerata), specializing in the *"Research, development, production and distribution of coatings made through dosing, mixing, dispersing and grinding phases. Technical assistance services on coating cycles and new product development."* The group has two production facilities and three branches in Italy but is looking beyond to a demanding and rapidly evolving market that requires innovative, high quality and environmentally friendly solutions.

### Company Mission

ICA SpA is the meeting point between great tradition and technological innovation in the production of wood coatings. It is about listening to individual needs, love for the environment and attention to beauty.

The ICA Group expresses Made in Italy values through quality, style and the ability to develop solutions that are ahead of their time.

### Our Goals

ICA SpA fully complies with current legislation and has always been committed to conducting business in accordance with procedures that ensure the protection of its workforce and the environment.

The management believes that occupational health and safety is the responsibility of the entire company structure from employer down to individual worker, each with their own duties and responsibilities. The commitment is to consider not just results but also health and safety at work as an integral part of company management and to define and spread within the company these goals and their implementation programs.

### *ICA SpA identifies the following goals to protect and safeguard the environment:*

- ❖ Study and research of low environmental impact products.
- ❖ Improvement of waste management
- ❖ Reduction of the company's negative impact on the external environment
- ❖ The study of technical solutions, applicable to processing plants, to reduce negative environmental impacts (emissions into the atmosphere, waste production, etc...).
- ❖ Pollution prevention and protection of the environment
- ❖ Continued full legislative compliance with legal requirements and with conformity requirements in all countries where there are Italian and overseas ICA branches
- ❖ Involvement and awareness-raising for all staff regarding environmental issues connected with company business
- ❖ Study of the efficiency of the processing plants to identify possible areas of energy savings

- ❖ Monitoring, control and continual improvement of the quality management system for enhanced environmental performance
- ❖ Active collaboration with suppliers in the search for low environmental impact products
- ❖ Awareness-raising of customers/users on the environmental aspects of ICA products (waste management, atmospheric emissions)

***ICA SpA identifies the following goals to protect and safeguard the health of its employees:***

- ❖ Prevention of accidents, occupational diseases and harm to the health of workers, including third-party companies who work within the company
  - Commitment to the design, conduct and maintenance, including workplace cleaning, of machinery and plant
  - Study and research of plant, product and process solutions
- ❖ Commitment to the maintenance of legislative compliance and applicable OHS regulations, including those voluntarily adopted by the organization in terms of occupational health and safety
- ❖ Instruct, inform and raise awareness among workers so that they can carry out their tasks in safety, with reference to specific duties, and to undertake their responsibilities in OHS matters
- ❖ Ensure the consultation of workers, including through the occupational safety representative, in relation to aspects of occupational health and safety
- ❖ Participation of the entire company structure, in accordance with specific duties and responsibilities, for the achievement of established safety goals
- ❖ Dissemination of information on company risks to all workers;
- ❖ Promotion of cooperation between the various company departments, collaboration with business organizations and appointed external entities
- ❖ Commitment to continuous improvement of performance relating to health and safety

These goals are reachable through organizational improvement and the maintenance of an Environmental Management System in compliance with the UNI EN ISO 14001 standard and a Safety Management System in compliance with the BS OHSAS 18001 standard and the "Guidelines for a system for the management of a UNI-INAIL occupational health and safety system".

Company goals are shared among all ICA employees, agents and contractors.

This policy is reviewed annually at a management meeting and communicated to all interested parties by publication on the company web site.

Wednesday, December 20, 2017

The Management

