

## Group Policy

It is aim of the Cembre Group Management and of all its employees to pursue the satisfaction of their customers and of the relevant parties identified in the context analysis: employees, shareholders, Entities and neighbourhood.

To meet this purpose Cembre inspires his business to the following principles:

- continuous increase in the efficiency and effectiveness of process management;
- research and innovation to improve existing products and to propose innovative products that anticipate the needs of the market and our competitors;
- expansion of the market penetration;
- empower, involve, participation and listening to its employees;
- protect the environment through the reduction of the environmental impact, of the energy consumption and of the pollutant production;
- protect the health and safety of all the personnel working in Cembre and the end-users of our products through the analysis and the systematic reduction of the risks;
- continuous improvement of the Management System;
- respect of the mandatory and subscribed provisions, whether they are derived from laws, national and international norms or provided by the interested parties;
- respect and valorization of the values indicated in the Company Code of Ethics.

The Company Management System harmonized, as far as is applicable in the different sites, according to the requirements of the norms ISO 9001:2015, ISO 14001:2015 and BS OHSAS 18001:2007 standard, is the instrument adopted to:

- translate the principles of the Company Policy into objectives;
- plan the business processes;
- control and support the processes;
- evaluate the performances;
- address risks and opportunities associated with the context in which Cembre works and with the objectives;
- identify improvement actions.

The Directors of the companies of Cembre Group and all the managers are engaged in the active, aware and scrupulous involvement of the employees and in the continuous improvement of the processes effectiveness and efficiency, in order to meet the objectives set.

All the personnel working in the Cembre Group with different tasks, for what concerning their competence, must comply with the prescriptions of the Company Management System.

Brescia, 5th June, 2017

Managing Director  
Giovanni Rosani