



COMPANY POLICY

Costa di Mezzate (BG), 24th August 2020

GUALINI S.p.A., directly or thanks to partnerships with specialized corporations, is a company specialized in the design, the production and the installation of building envelopes, outdoor windows and doors and curtain walls, carpentry and metal structures.

Strong points of the company's activity are: professionalism, quality of the projects and the realised works, constant commitment to improve synergistically with technology innovation.

GUALINI S.p.A. has always been an organisation geared to the customers, designing and realising its own products according to the innovative "performance approach".

The "performance approach" consists in the translation of customers needs and, more generally as those of the interested parties, in requirements (safety, functionality, welfare, hygiene and health, respect for the environment) that have to be satisfied for a proper time. Consequently, Gualini Spa's products are in compliance with the technical standards and the applicable legal provisions (especially the Regulation (EU) No 305/2011 "Harmonised conditions for the marketing of construction products"), that turn these requirements into technical services and criteria for their verification.

The quality concept of **GUALINI S.p.A.** means compliance of its own products with the mandatory requirements and the ones declared or not by the stakeholders, assuring the maintenance of the declared performances for a proper time and according to the actual conditions of use and request.

GUALINI S.p.A. considers that the wellbeing of its employees and its partners, the preservation and the respect for the environment and the safety of its workers are very important for the implementation of its own business strategies, in addition to the quality of the products and the satisfaction of the stakeholders. These points are considered so important that they have become the real philosophy of the company.

This approach has permitted the company to get certifications from the Quality Management System in 2009 and from the Safety and the Health of the Employees Management System in 2012 and from the latest implementation of an Environmental Management System in accordance with the requirements of standard ISO 14001.

In order to guarantee the pursuit of its objectives, **GUALINI S.p.A.** analyses dynamically its own background, identifying the external and internal factors that are decisive for the achievement of its strategic aims and the expected results from the Corporate System.

Moreover, **GUALINI S.p.A.** adopts a method oriented to the risk management and try to implement the proper actions to face risks and opportunities for all the aims and company processes identified in the System.



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Constant improvement and prevention

GUALINI S.p.A. commits to:

- Look for the promotion of a sustainable development from an economic, environmental and social perspective;
- Define measurable aims and goals, with constant effort of improvement and supervision, pondering every activity and decision that are (also) taken in terms of the impacts on quality, health and safety;
- Periodically analyse the company's activities in order to identify significant prerequisites and suitable resources;
- Create a safety culture that promotes the participation and consultation of workers and suppliers in identifying hazards / dangers, managing risks and preventing accidents;
- Track the environmental issues;
- Cut costs of No-Quality through suitable corrective actions (also in terms of environment);
- Guarantee customers satisfaction;
- Guarantee the compliance with legal and normative requirements and other requirements approved by the company, also as a result of organisational and structural changes.

Laws and Regulations

The management office and the staff at all levels (each one contributing for matters of competence) are required to the punctual application of the rules that have been established by the legislation, the regulations, the company's procedures and by possible agreements, in every workplace where **GUALINI S.p.A.** operators work.

Staff Formation and Participation

GUALINI S.p.A. arranges and realises a programme of information/training for all the staff, in order to ensure its joint liability and the full sharing in terms of company aims, quality issues, sense of responsibility for the environment and health and safety of the company and of the colleagues, maintenance and development of safe and orderly working conditions. In this regard, no employee of the Company will ever be subject of discrimination for reporting risk situations, incidents or real and possible events for the people or the environment.



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In addition, the company commits itself to do preventing activities for the mobbing and for every form of violence in workplaces, and also activities for the information/formation for the protection and management of personal data.

Choice of the suppliers

The company selects the suppliers, the contractors and qualified partners, demanding them to share and to respect the principles of the current Policy, to adopt the procedures of quality, safety, environment, to maintain suitable behaviours that are also coherent with the aims established by **GUALINI S.p.A.**

Technological processes and Production

The company constantly verifies the right application of the technological processes and the production of **GUALINI S.p.A.** activity, in order to identify possible weaknesses, improvements and innovations in the interest of the safety and the health for the physical and moral integrity of the workers, the protection of the environment and the customers. The Management Office, the supervisor of the Quality System, the supervisors of Function and all the people in charge play a key role for the application of the Company System for every activity and production of the company, inside and outside the factory.

Furthermore, the Management Office, through the re-examinations and the internal audits, assures and verifies that the Policy will be understood, put in practice and maintained at all levels of the organization, allowing the constant and necessary improvements.

With the introduction of an integrated Management System, **GUALINI S.p.A** commits itself to accomplish significant and measurable results regarding the company's aims that can be read in MO-6.2-01 document.

The Company Policy is periodically reviewed and conveniently shared within the Organization and the involved parties.

The Management Office