	<p style="text-align: center;">POLICY SAFETY MANAGEMENT SYSTEM</p> <p style="text-align: center;">Occupational Health and Safety Management System</p>	<p style="text-align: right;">F MAN 03 10/10/2022 rev.01</p>
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Our Commitment:


The CIANO company management is committed to achieving an effective and efficient organization capable of satisfying all customer needs, while ensuring the protection of the health and safety of company personnel and all interested parties such as contractors, customers, consumers. and visitors to its premises. This commitment is expressed through the adoption and maintenance of a Occupational Health and Safety Management System, applied to the activities carried out by the Company, in compliance with the requirements of the UNI ISO 45001: 2018 standard, taking into account all internal and external to Ciano, planning all the necessary actions to ensure the prevention of accidents and / or injuries and diseases related to the work of its staff and interested parties, pursuing the fundamental objective of continuous improvement.

Our Strategies:

- To strive for a high level of quality in prevention and protection starting, as a basis, from complete compliance with legal and other health and safety requirements and current industry standards, to promote and ensure, in all activities, the improvement of performance and results relating to Safety;
- Evaluate all the dangers associated with the work activities carried out at the headquarters, in order to eliminate the dangers and reduce the risks to the health and safety of its workers and all interested parties, planning the work activities with prevention measures and individual and collective protection aimed at preventing any accidental or emergency situations and minimizing the related effects, also taking into account new work areas, work systems, new and existing practices and equipment, as well as all temporary and permanent changes;
- Pay attention to the organizational well-being of all staff and external subjects who interact with the Ciano reality and its structures, promoting comfort solutions in the workplace, in the choice of spaces and their location and organization;
- Apply the Safety management processes through systematic planning and control activities, in order to ensure the prevention, even before the correction, of non-conformities and the continuous improvement of the performance of the System;
- Adapt systems and means to make system management processes more efficient, ensuring constant monitoring of activities and updating of related documented information, as well as immediate sharing by the functions involved and all staff;
- Adopt and maintain a constant and systematic flow of communication and collaboration, consultation and participation with workers at various company levels and workers' representatives for Safety, in order to ensure the achievement of responsibility and awareness of their role, each according to their own skills, and improve the company path in terms of safety in a participatory and shared way;
- Involve suppliers who carry out their activities for Ciano in the protection of Health and Safety at Work in achieving the objectives, in compliance with legal requirements and other requirements according to their size, nature and impact.
- Report and investigate incidents and implement systems and practices that prevent recurrence.

The above objectives and general principles constitute a reference framework for setting specific, measurable, periodically assessed and re-examined objectives for Health and Safety.

Ciano, aware that the active contribution of all workers, from top management to the individual worker, is crucial to achieving these objectives, develops a constant work of information, training, consultation, involvement and participation of workers, also through the Representative of workers for Safety, so that each worker can carry out their duties safely and assume their responsibilities.

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Ciano also makes available to the identified functions to the management of Security all the resources, whether human, instrumental, financial, technological or of other nature, necessary for the implementation of the prevention and protection policy, to increase Security performance and improve well-being. physical and intellectual of the workers.

The prescriptions contained in the Management System Manual and in the Organized Procedures outline Ciano's Health and Safety Policy and require full compliance and participation by workers at all levels in the area of their respective skills and responsibilities. The Management and the workers will participate in constructive and collaborative consultations on Health, Safety and Protection matters. Consultation with employees and suppliers will be guaranteed on any changes in the workplace that may affect their Health and Safety.

Roberto Bruni
Chief Executive Officer

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