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F.A.R. S.p.a. manufactures its products in the factory of Reana del Rojale, and its main objective is to develop and consolidate its image of reliability, competence and quality for the production of wear-protection components in rock crushers, while protecting workers and respecting the surrounding environment.

The Board of Directors of **F.A.R. S.p.a.** strongly believes in sustainability and in the respect of the requirements related to the environment and to workers' safety: it therefore considers a strategic plan for the continuous improvement of the company's performance essential in order to satisfy the Customers' needs while taking into account the context of the territory in which it operates.

In order to achieve a policy of continuous improvement of the company's performance, the Board of Directors has identified the maintenance of the *Integrated Quality, Environment and Safety Management System* as a valid tool for monitoring its objectives and targets and as a suitable means to engage the staff.

With a view to environmental protection and sustainability and to complete the life cycle of the product, the Board of Directors of **F.A.R. S.p.a.** has adopted the Regulations under the End of Waste system and obtained the certification in accordance with Regulation 333 of 2011 for the recovery of scrap metal.

The Board of Directors of **F.A.R. S.p.a.** has also decided to accompany the *Integrated Management System* with an Organization, Management and Control Model, so that the company processes in place are supported by complete documents that identify roles and responsibilities, also in order to prevent the commission of actions constituting criminal offences within the company, in compliance with Legislative Decree 231/2001.

The Board of Directors of **F.A.R. S.p.a.** is committed to meeting the requirements of mandatory standards, Customer requirements, and current environmental and safety legislation, in order to prevent potential environmental impacts by adopting measures to prioritize the health and safety of workers.

The Board of Directors of **F.A.R. S.p.a.** intends to monitor the following main **objectives**, including through context analysis:

- Anticipate the current and future needs of Customers, by seeking to identify and meet their expectations.
- Maintain a mutually beneficial relationship with Suppliers, selected on the basis of established and codified criteria, and capable of contributing to the high level of quality of the products, with particular regard to raw materials, plant or equipment, including external Suppliers to whom processes and contractors are entrusted; as to these latter, their environmental management and potential impacts will also be monitored, as well as the level of health and safety of their workers.
- Monitor, through indices, the progress of the *Integrated Management System* and its processes with a view to optimizing management costs while ensuring the protection of workers and protection from pollution.



- Involve all staff for the maintenance and improvement of the *Integrated Management System*; raise and develop their awareness and motivation to deal with health, safety and environmental prevention issues, with particular regard to raising awareness of environmental risks related to their work and of the importance of cooperating in the detection of near misses.
- Improve management and production processes, in terms of effectiveness, while respecting and protecting the surrounding environment, in order to increase the company's performance, taking in view the product life cycle, while ensuring a safe and healthy work environment to prevent potential injuries or occupational diseases.
- Develop and implement investment plans to provide state-of-the-art technology for the Company.
- Ensure a relationship of respect and trust with key external stakeholders (ARPA, VVF, INAIL, local authorities).
- Perform scheduled maintenance activities in order to ensure good standards of production efficiency while respecting the environment and the safety of workers.
- Update, communicate, disseminate and provide thorough understanding of the Integrated Policy to the whole **F.A.R. S.p.a.**

The following **tools** are adopted to activate and maintain the above goals:

- A business team established to interface directly with the Management and with other business functions in order to ensure that the *Integrated Management System* is maintained and improved over time.
- Provision of appropriate competence to its staff, defined as the combination of knowledge, skills and behavior.
- Internal Audits performed on a regular basis to ascertain the maintenance of the *Integrated Management System* and the integrity of the Organization, Management and Control Model.
- Context analysis and review of the Policy, the Objectives and the Targets, performed on a regular basis and formalized in the "*Record of the Management Review*", which will also include the "*Improvement Plan*" and, where necessary, the statistical data used to monitor the indicators set.

Reana del Rojale, 15 January 2021

F.A.R. FONDERIE ACCIAIERIE ROIALE SPA
Il Presidente
E. Veneroso

The Board of Directors