

GEROTTO FEDERICO S.r.l.

QUALITY POLICY

The management of our organization has always pursued a quality policy aimed at satisfying the customer's needs and improving our performance, both in terms of operational effectiveness and in terms of organizational and economic efficiency.

To this end, the management has identified the following aspects as the cornerstones of its quality policy:

- ✚ the continuous search for technical reliability in our activities through an adequate availability of technical resources for the execution of the activities;*
- ✚ constant compliance with regulatory requirements;*
- ✚ the commitment to complete the work in a correct and technically appropriate way as agreed by contract;*
- ✚ the will to improve all operational aspects;*
- ✚ the constant management of risks and opportunities;*
- ✚ great care for employees;*
- ✚ attention to personnel safety issues;*
- ✚ attention and awareness to environmental issues;*
- ✚ the will to establish a climate of collaboration between people who work for the company;*
- ✚ the willingness to respond promptly and effectively to every need expressed by the customer;*
- ✚ a policy for choosing suppliers aimed at favouring consolidated relationships in order to guarantee their technical capacity;*
- ✚ constantly improve coordination and information flows between the various company areas;*
- ✚ have an increasingly efficient administrative management.*

English courtesy translation of Italian original version

CAMPODARSEGO, 10 January 2018

The Management



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GEROTTO FEDERICO S.r.l.

“OUR POLICY FOR HEALTH AND SAFETY IN THE WORKPLACE”

Our Organization is aware of the centrality of the theme of Health and Safety of workers in the performance of all the activities and is committed to pursuing objectives of continuous improvement in this area.

For this purpose it guarantees the availability of adequate human, instrumental and economic resources necessary to translate this commitment into a concrete strategic, transversal and additional objective with regard to the general purposes of the Organization.

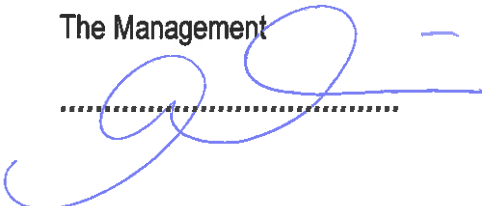
With the intention of making known the stated objective to all personnel and Interested Parties, the Company, in the figure of the Management, approves and issues this "Health and Safety Policy in the Workplace" with which is committed:

- to comply with the legislation and all applicable national agreements on Occupational Health and Safety;*
- to pursue the continuous improvement of services related to Health and Safety in the Workplace in the context of all activities and all environments (corporate headquarters and temporary and mobile sites) of the Organization;*
- to implement and maintain an Occupational Health and Safety Management System compliant with the OHSAS 18001 standard;*
- to design and implement production activities and processes with criteria capable of preventing possible accidental events and safeguarding Health and Safety of Workers, adopting for this purpose the best techniques and technologies available on the market;*
- to create the best conditions for workers to carry out their assigned tasks safely, also through their training, information and awareness, with particular regard to the problems of alcohol dependence and drug addiction;*
- to establish and maintain a dialogue based on collaboration with all interested Parties in order to make the Company's position on Workplace Health and Safety clear;*
- to specifically manage the activity carried out in the context of temporary and mobile construction sites, which is the heart of business processes*
 - a. by proceeding with an effective coordination with the possibly different subjects operating in the sites where the Organization carries out its activity;*
 - b. by preparing specific prevention and protection measures for the various active sites;*
 - c. by providing and implementing systematic, effective and substantial controls on the organization, equipment and human resources of the individual sites;*
 - d. by defining a control procedure for any subcontractors of the Organization in order to ensure that they, too, comply with the regulatory requirements concerning Health and Safety in the Workplace.*

English courtesy translation of Italian original version

CAMPODARSEGO, 10 January 2018

The Management



Attached MSG

GEROTTO FEDERICO S.r.l.

“OUR POLICY AGAINST ALCOHOL AND DRUG ADDICTION”

Our Organization, as part of its commitment to promote and guarantee a safe and healthy work environment for its personnel and for people acting on its behalf, also thanks to their involvement, considers it is important to pay attention to the problems related to the possible consumption and / or abuse of alcoholic beverages and hallucinogenic and psychotropic substances.

For this reason the company adopts the present policy against alcohol and drug addiction according to which:

- a- it is forbidden to introduce, administer and take alcoholic beverages and hallucinogenic and psychotropic substances;*
- b- it is essential to keep an ongoing commitment to training and information with the involvement of experts with regard to the effects of alcoholic and hallucinogenic and psychotropic substance intake, even occasionally and in reduced doses as well as prior to work performance, with particular attention to alterations of psychophysical balance, to the ability to judge potentially dangerous situations and to short-term reactions;*
- c- it is a duty for the company to carry out the checks required by the regulations in force for “safety sensitive” tasks and it is a duty / obligation for workers who carry out the aforementioned tasks - identified in the risk assessment document of the organization - to undergo the controls in question that will be carried out ensuring respect for the dignity of the workers concerned and their right to privacy;*
- d- the checks will be performed using the best instrumentation currently available and homologated and will be possible even in cases where there are valid and justified reasons / indications sufficient to assume that an employee is under the influence of alcoholic beverages or hallucinogenic and psychotropic substances or after an accident, in full respect of the dignity and privacy of the worker;*
- e- it intends to promote the belief that alcohol and drug addiction is a treatable condition, for example through recovery and rehabilitation programs;*
- f- personnel who believe they are alcohol and / or drug addicts are encouraged to seek medical advice, possibly from the Company's competent doctor, and to follow a specific and appropriate therapeutic treatment without hesitation and, above all, before their condition may adversely affect their working skills, causing a danger to their safety, or to that of colleagues or third parties.*

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“OUR ENVIRONMENTAL POLICY”

Our Organization wants to contribute to the growth of the well-being of the community through the balanced management of the environment to ensure sustainable development to protect future generations.

The Environmental Policy of our Organization is based on a coherent set of principles to which every objective, action and goal in the field of environmental management must refer.

- **Compliance with environmental legislation**

Ensuring compliance with legislative and other provisions regarding the environment through access, identification, evaluation and monitoring of each new provision.

- **Continuous improvement of environmental services**

Improving the results of the environmental management of its activities and services from year to year in compliance with the Environmental Policy.

- **Environmental prevention**

Preventing, eliminating and, if this proves impossible, reducing pollution and the use of natural resources, taking into account the best available economically viable technologies.

- **Environmental culture and professional growth**

Developing, at every level, the sense of responsibility towards the environment through an adequate knowledge of the environmental aspects with information and training initiatives, commensurate with the commitment of everyone in the Organization. For this purpose, our Management formally undertakes to ensure that the Environmental Policy is understood, implemented and supported by all employees.

- **Dissemination of environmental principles**

Spreading the principles of the Environmental Policy both inside and outside the Organization, with particular regard to the suppliers who work on behalf of the company, as well as the results achieved in a logic of transparency and dialogue, encouraging the commitment to avoid pollution.

- **Collaboration with interested parties**

Collaborating with all interested parties in compliance with the territorial government policies to promote dialogue, transparency and participation in the most suitable places and to provide a contribution commensurate with one's role and prerogatives.

- **Management of environmental effects**

- Supervising and, where possible, reducing atmospheric emissions from stationary and mobile sources used in the company's daily operations;

- controlling the production and disposal of solid and liquid waste by trying, where possible, to reduce the quantity and danger;

- analyzing and optimizing energy and water consumption;

- promoting correct environmental behaviours among customers.

- **Management systems**

Monitoring and improving the impacts of our activities on the environment by adopting an Environmental Management System.

- **New projects**

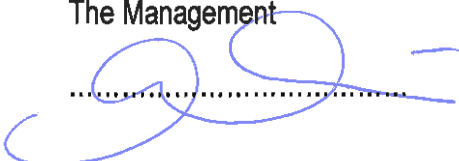
Ensuring the preventive assessment of environmental aspects in all activities by adopting, where possible, operational solutions with lower environmental impact.

The Management is committed to disseminating, implementing, maintaining in force and periodically reviewing this Environmental Policy based on the evolution of the environmental, socio-economic and institutional context.

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