



COMPANY POLICY

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EUROPEA MICROFUSIONI AEROSPAZIALI S.P.A., hereinafter referred as EMA, consists of a single industrial complex located in the municipality of Morra De Sanctis, Province of Avellino, Campania, Italy and is part of Rolls-Royce Group.

The company manufactures cast in heat resistant super alloys for aerospace, industrial, and derived, rotor and stator components, obtained from castings of alloys in refractory shells by the lost wax process modelling, mechanical, chemical and non-destructive tests carried out also by X-rays.

The **corporate mission** of EMA is to develop the Business activity taking profit by producing and distributing its products, operating in an environment characterized by high technological complexity and high competitiveness conditions, according to criteria of quality, environmental respect, energy efficiency, health and safety of workers in the workplace, safety and protection of information, addressing its activities to the sustainable research, to the use of advanced technologies to aim for excellence over time and facilitate the opportunities to improve customer satisfaction.

The Top Management, as part of a development strategy, follows the Quality objectives, respect for the Environment, Energy Efficiency and Health and Safety in the workplace by using an Integrated Management System in compliance with UNI EN ISO 9001, UNI EN 9100, UNI EN ISO 14001, UNI CEI EN ISO 50001 and BS OHSAS 18001 and the ex Legislative Decree no. 231/2001. In this direction, the Top Management commitment is to determine the external and internal factors relevant to the purposes of the company and affecting its ability to achieve the objectives set for its management system, to provide rapid and effective responses to the market growing needs in terms of Quality, Health and Safety of persons in the workplace, product reliability and safety, respect for the Environment, energy efficiency and to understand and meet the needs, the requests from customers and all interested parties also collaborating to the solution of their problems with effective and efficient interventions.

The Top Management has confirmed the participation to the EMAS European Regulation to continue the engagement in environmental matters that have been always at the centre of EMA focus and to intensify the clarity and transparency with the community and to increase the level of environmental communication towards the outside **(E)**.

The EMA, following its goal consolidating the position of technological excellence in the sector in which it operates, is committed to adopt advanced equipment and installation, to develop applied research projects and to focus on the continual development of the training level of personnel **(Q, HS, E, En)**.

The EMA also, both in the selection of installation, equipment and materials and in their management, establishes targets for the maximum protection of Health and Safety, improvement of Energy performance and Environment protection **(Q, HS, E, En)**.

The EMA, aware of the high natural and landscaping value of the territory and the importance of its protection, has decided to control the activities related to business activities that directly or indirectly may have an impact on the environment and on the sustainability **(E)**.

The EMA choice aims to take a guiding role for all companies and organizations allocated on the territory, acquiring the trust by excellence supplies "Trusted to Deliver Excellence" **(Q, HS, E, En)**.

The EMA commits to establish, implement, maintain and continuously improve a management system for information security, to ensure the confidentiality, the integrity and availability of information in relation to their ownership, destination and sensitivity of the content data. In order to ensure an effective information security management and the fulfilment of all relevant requirements, the information security is considered in the design of business processes, of the information systems and controls and it is an integral part of the risk management process **(Q, HS, E, En)**.

The EMA commits, in particular:

- to create the belonging and responsibility sense in the persons towards the corporate goals using the knowledge, continuous training, education and experience, to reach the involvement in operational decisions and the active participation in the process improvements so that they identify themselves as the primary acting for the business results and contributing in the company grow **(Q, HS, E, En)**;
- to verify the application, adequacy, efficiency and effectiveness of the Integrated Management System for Quality, Environmental protection, energy efficiency, health and safety of workers and information security **(Q, HS, E, En)**;
- to periodically review the management system to ensure continuous improvement of the organization **(Q, HS, E, En)**;
- to develop the business by pursuing the acquisition of new contracts and maintaining existing levels by means of absolute customer satisfaction **(Q, HS, E, En)**;
- to optimize capital investment in energy efficiency **(E, En)**;
- to develop the supply chain, also by the establishment of business networks, so that to increase the competitiveness of the product on the market and share the business costs **(Q, HS, E, En)**;
- to determine effective processes to conduct of business activity, for the control of the supply chain and for the management of resources **(Q, HS, E, En)**;
- to continually improve the effectiveness and efficiency in its operations and processes using "lean" principles by focusing on customer value-added activities and eliminating waste **(Q, E, En)**.
- to ensure reliable energy supplies, adequate and with more affordable costs **(Q, E, En)**;
- to plan and control company activities with the scope to rigorously maintain the contractually agreed commitments, addressing risks and opportunities associated with the internal and external context, with the needs and expectations of stakeholders and with the objectives **(Q, HS, E, En)**;
- to maintain an open dialogue with customers to measure and increase the degree of satisfaction and transpose all the motivations in order to improve its performance **(Q, HS, E, En)**;
- to establish appropriate controls to ensure product conformity, configuration management processes and prevention to the use of counterfeit parts **(Q)**;
- to build its reputation and expand its business by the pursuit of engineering excellence and the acquisition and maintaining of required operational knowledge **(Q, HS, E, En)**;
- to prevent of defects and reduce scraps and waste **(Q, HS, E, En)**;
- to use simulation processes to reduce the time for deployment and testing of changes and use of resources for development **(Q, HS, E, En)**;
- to respect the legislation and regulations in force in the field of environment, energy, health and safety of workers, security and confidentiality of information, both community and national and/or local and of customers and/or stakeholders if more restrictive as well as any other signed obligation of conformity **(Q, HS, E, En)**;
- to implement adequate measures for the protection of Health, Safety of employees, third parties and the surrounding community over which the carried out activities may have an influence **(HS)**;
- to identify and keep updated the aspects and the direct and indirect environmental aspects arising from activities, products and services within its competence or activities carried out by third parties and customers, on which the Company can exercise influence; this in order to define and achieve objectives and targets to improve environmental performance and protection of the health and safety of workers in the workplace **(HS, E, En)**;
- to inform, educate and involve all internal and/or external persons involved in the activities of the EMA on the importance to satisfy the requirements of customers and those statutory and on environmental issues, energy and health and safety management, confidentiality of information and on the importance of the policy for the product safety and reliability, promoting a widespread sense of responsibility **(Q, HS, E, En)**;
- to optimize the use of raw and auxiliary materials and to promote cost reduction initiatives **(Q, E, En)**;
- to limit and manage at best the use of dangerous substances and mixtures in all processes and activities, through the search of an alternative material that is less dangerous for the health of employees and that has less impact on the environment and anyway using adequate and effective personal protective equipment **(HS, E, En)**;
- to maintain liquid discharges, acoustic emissions, ionizing radiation or not, vibration and smells in the condition of minimum pollution and in conditions that ensure the protection of the health and safety of workers **(HS, E)**;
- to improve visual and micro-climatic conditions in the workplace, paying attention also to the synthetic risk index in the manual handling of loads **(HS)**;
- to organize the workplace and production flows reaching the maximum effectiveness, efficiency and productivity **(Q, HS, E, En)**;



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- to use an effective production planning and control system, based on widespread availability of data, the analysis of plant capacity and human resources, the monitoring and management of product configuration to improve the quality and repeatability of operations reducing the use of resources applying sustainability principles **(Q, HS, E, En)**;
- to communicate with the relevant public authorities to establish and update emergency, safety and environmental protection procedures and to undertake dialogue actions with all interested parties (P.A., local communities, associations, other companies, customers, etc.) **(HS, E, En)**;
- to efficiently use the natural resources necessary to the process, such as energy and water, promoting consumption reduction activities **(E, En)**;
- to manage waste identifying the best possibilities for the reuse **(E, En)**;
- to reduce and cut emissions into the atmosphere **(E)**;
- to limit and/or replace the use of substances harmful to the environment **(E)**;
- to upgrade plants and processes to the safer and more effective technologies to prevent incidents and professional illness and for the prevention of pollution and/or reduction of environmental impacts **(HS, E, En)**;
- to maintain plants and equipment in a perfect state of efficiency through preventive and predictive maintenance programs and control systems of process parameters **(Q, HS, E, En)**;
- to manage, design and implement new activities, or any changes to existing ones, in order to take in due account the interactions with different environmental compartments, with the local context of the site in order to monitor the impacts themselves, the safety and sustainability aspects **(HS, E, En)**;
- to support the design and purchasing of energy efficient products and services aimed to improve the energy performances **(E, En)**;
- to continually improve the health and safety performances, not only in terms of prevention of accidents and occupational diseases, but also through a general improvement in psycho-physical conditions **(HS)**;
- to improve the welfare of workers and their families, even away from the workplace, with appropriate forms of assistance **(HS)**;
- to manage the company "assets", both tangible (plants, machinery, stocks, etc.) and intangible assets (know-how, trademarks, licenses, etc.) in accordance with accounting principles complying with current civil and fiscal regulations and anyway according the "diligence of a good family father" **(Q)**;
- to continuously improve the products safety actively operating to define industry best practices **(Q, HS)**;
- to measure their own performances investigating and solving problems related to product safety and encouraging all employees to report any concerns about the product safety **(Q, HS)**;
- to clearly define the responsibilities related to product safety and ensuring that those ones holding leadership rules be champions of product safety, giving to that the priority so that the related activities receive consideration, adequate time and resources **(Q, HS)**.

This Policy is the reference structural framework for the definition and review of the objectives for Health and Safety, Environment, Energy, Quality and Information Security, which are established and verified by the Top Management at least annually, during the Review, and assigned to each business function **(Q, HS, E, En)**.

The Top Management demonstrate leadership and commitment with respect to the Integrated Management System and according to what agreed with the customers and/or the stakeholders:

- taking accountability for the continual improvement of the adequacy, effectiveness of the Integrated Management System and that it achieves the intended results **(Q, HS, E, En)**;
- establishing the present policy in a way appropriate to the EMA scope and the context and in a way to support its strategic directions, to re-examine that to verify and assure it is continuously actual, adequate and appropriate **(Q, HS, E, En)**;
- ensuring that objectives are established and re-examined supporting the Quality, the Environmental and Energy management and Health and Safety of workers in the workplaces and information security and that the quality objectives are compatible with the context and company strategic directions **(Q, HS, E, En)**;
- ensuring the integration of the Integrated Management System in company business processes ;
- protecting the environment by using sustainable resources, mitigating and adapting to climate change and the protection and the biodiversity of the ecosystems **(HS, E, En)**;
- promoting the use of process approach and the risk determination as base for the planning of the activities (*risk-based thinking*) **(Q, HS, E, En)**;
- committing to provide the resources necessary for the development and implementation of the Integrated Management System and to continually improve its effectiveness and to meet the applicable requirements **(Q, HS, E, En)**;
- ensuring that the present policy is applied, communicated and understood within the organization to ensure that all staff are fully aware of the objectives stated by the Company and the importance of an effective management of the IMS and of the conformity to the requirements **(Q, HS, E, En)**;
- promoting the improvement and committing to guide, support and actively participate the persons so that they contribute to the IMS effectiveness; in addition, he support other relevant management roles to demonstrate their leadership as it applies to their areas of responsibilities **(Q, HS, E, En)**;
- ensuring that the customer requirements and applicable statutory and regulatory are determined, understood and consistently met with the aim of increasing customer satisfaction and that performances in terms of product conformity and on-time delivery are measured and appropriate action is taken if planned results are not, or will not be, achieved **(Q, HS, E, En)**;
- ensuring that the risks and opportunities that may influence the expected outcomes of the Integrated Management System and the conformity of products and services to the requirements and the ability to increase the customer and/or stakeholder satisfaction are determined and addressed **(Q, HS, E, En)**.

This Policy is available to the stakeholders, anyone who does an explicit request and diffused by posting it in the company premises, in the Environmental Statement and on the Company's website and maintained as company document.

Morra De Sanctis (AV), date 08 April 2019

Managing Director
Eng. Domenico SOTTILE


NOTA: the main relevancies to the arguments have been reported in parentheses: **Q**=Quality, **HS**=Health & Safety, **E**=Environment, **En**=Energy.