

Environment, Energy, Safety and Workers' Health and Safety Policy.

The mission of UMBRAGROUP S.p.A. Management is to produce ball screws, bearings and components or systems destined for high-tech markets with continuous and constant respect for the Environment and the Health and Safety of its own workers, and workers of third-party firms and visitors. UMBRAGROUP maintains a fair balance between social, economic, and environmental responsibility and the health and safety of the people who in various capacities frequent the Company's workplaces. For these reasons, UMBRAGROUP's Management is implementing an integrated environment, health and safety management system in accordance with UNI EN ISO 14001:2015, for the environment and UNI EN ISO 45001:2018, for the management of the health and safety of workers, as well as a management system for energy consumption in accordance with UNI CEI EN ISO 50001:2018, considering these priority and improving tools to offer added value to both its customers and its employees.

The Environment, Energy, Health and Safety Management System complements the Safety Management System_PIR, as the company UMBRAGROUP S.p.A. falls under the requirements of D.L.gs.105/2015 as amended. Moreover, the system is a fundamental requirement for the prevention of the predicate offenses identified by D.L.gs 231/01.

UMBRA GROUP's Management identifies and evaluates risks to the safety and health of workers and significant environmental impacts that it can keep under control and on which it can have influence, impacts that the same can evaluate as opportunities for improvement.

UMBRA GROUP's Management calls for constant and continuous efforts by everyone to achieve the following objectives:

- the implementation and dissemination of the Environment, Energy and Workers' Health and Safety Policy.
- compliance with laws, current environmental (D.L.gs 152/06 and as amended), energy and health and safety (D.L.gs 81/08 and as amended) regulations and other compliance requirements and obligations to which the organization adheres to.
- the identification of relevant stakeholders through context analysis and internal and external factors.
- the identification of risks and opportunities related to health, safety, environmental and energy aspects as well as the organization's compliance obligations or legal and other requirements, internal and external factors affecting health, safety, environmental and energy performance, and related mitigation and management measures.
- updating of the Risk and Opportunity Assessment and Environmental and Energy Analysis in relation to changes in plant, technology, organization, process, substances used, current legislation, and in relation to the analysis of accidents and emergencies that have occurred to identify improvement objectives.

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- the prevention and reduction of the number of accidents and occupational illnesses.
- the prevention of accidents and emergencies of both an environmental and operator health and safety nature, including through the in-depth study of misses and near misses.
- full involvement of all people working under or on behalf of the organization so that they perform their duties safely and with a view to sustainability.
- continuous monitoring of performance in the areas of worker safety and health and in the areas of environment and energy, adopting a monitoring system to verify and review the implementation of the provisions, as well as the efficiency, effectiveness, and improvement of its Management Systems.
- verify goal achievements when reviewing the Policy and the Integrated Environment, Energy, Health and Safety Management System for workers to ensure that they remain relevant and appropriate to the Organization, the nature, scale and environmental impacts of the Organization's activities, products and services, and the scale of the Organization's risks.
- Ensure an adequate understanding and awareness at every level of roles and responsibilities through information, education, and training activities, combined with environmental, energy, health and safety meetings for the entire business organization, from the employer down to every worker.
- monitor the efficiency of operational, energy and environmental processes.
- the dissemination, implementation, and periodic updating of environmental, energy, health and safety objectives and related implementation programs of the integrated management system.

Achievement Through:

- all necessary information, human and instrumental resources.
- the involvement and consultation with workers, including their safety representative, in the manner required by the relevant regulations.
- the involvement of customers, suppliers and Interested Parties on Internal and External Issues through the application of the specific management procedures.
- the control of the procurement, entry and presence in the plant of hazardous substances and products, also in relation to possible impacts on the environment and workers' health and safety;
- the constant and continuous Review of the Context Analysis in order to promote improvement actions and thus new corporate objectives.
- the selection of Best Available Technologies (BAT) wherever possible.
- the procurement of energy-efficient products and services where they have an impact on energy performance.

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- The inclusion of energy performance improvement criteria when designing new facilities, activities, processes, and services.
- the adoption, where possible, of new knowledge, best practices, suggestions, and recommendations from stakeholders related to environmental, energy, occupational health and safety and sustainability aspects in general.
- periodic and continuous inspections by senior management personnel (Leadership), involving them in the achievement of the objectives set, on activities that may produce risks to the health and safety of workers and have influence on environmental and energy efficiency aspects, including those carried out by contractors.
- scheduled maintenance of critical equipment.
- maintenance of the lean/6 sigma work philosophy.

Management is committed to taking an active role in promoting, guiding, and supporting employees and contractors toward a Company-wide, sustainable development model which informs its employees and the entire community about the significant impact UMBRAGROUP can have on them.

Management has appointed the RS_AS_PIR Integrated Management System Manager, an employee of the same, delegated to update and maintain the relevant documentation efficiently.

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Il Datore di Lavoro
Dott.sa Sara Ortolani

