

	<b>QUALITY, ENVIRONMENT, SAFETY AND SOCIAL RESPONSIBILITY POLICY</b>	<i>Date: 18/11/2015</i>
<i>Drawn up by: Management</i>	<i>Approved by : DdL Mr. Redini Marco</i>	<i>Rev.: 01</i>

TRERÈ INNOVATION has decided to start the certification process for obtaining the SteP standard [Sustainable Textile Production], a new and comprehensive certification by Oeko-Tex® concerning the sustainability of textile processes.

Through this certification TRERÈ INNOVATION intends to verify, keep under control and improve, as a priority, the five points of its company management stated below:

1. **Production processes**, in order to meet the customer's needs as well as product safety.
2. **Environmental aspects**, pursuant to the law in force, in order to save energy and reduce, separate and recycle waste.
3. **Health and safety** in the workplace as far as risk assessment, use of individual and collective protection devices and personnel training are concerned.
4. **Management of chemicals**, especially as far as occupational health and safety and environmental protection are concerned as well as the use of harmful or forbidden substances in the products. This goal is also achieved by means of a careful selection of the raw material suppliers and subcontractors.
5. **Social and ethical aspects**, through the implementation of the main international conventions on child labour, the minimum wage, freedom of association, forced labour, discrimination and abuse. All employee and concerned parties are provided with means for reporting, also anonymously, to the Management the non fulfilment of the ethic principles or any situation potentially conflicting with the principles included in the Ethic Manual.

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These proposals are guaranteed by the **company's Integrated Management System of Quality – Environment – Safety – Social Responsibility**, not certified but documented and monitored and which are essentially based on the following elements:

- Assessment of the risks for health and safety of the workers and the products.
- Assessment of important environmental aspects.
- Assessment of the explicit and implicit expectations of the clients and all interested parties as far as the quality of products and services are concerned.
- Definition of the policy, the goals and plans for improvement in each area and specifically:
  - defining and finalising company processes in order to obtain satisfaction of the clients, employees, suppliers and

- all interested parties, by fulfilling the contractual obligations;
- defining measures to guarantee that all employees, collaborators, visitors and subcontractors that work for the Company, apply the environmental and health and safety regulations according to the Policy;
- informing, training and instructing employees to increase their awareness and complete understanding regarding health and safety in the workplace;
- promoting skills and professional growth of the personnel with the aim of increasing the overall assets of awareness and professionalism;
- guaranteeing equal opportunities to the workers starting from recruitment, not discriminating on the colour of skin, ethnicity, nationality, social background, disabilities, sexual

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- orientation, political conviction, religious faith, sex and age;
- respecting personal dignity, privacy and individual human rights;
  - raising awareness and involving all personnel on the issues of the Company Policy so as to fully implement it and to reach the goals set by the Improvement Plan;
  - making all levels of the organisation acquainted with the functions and tasks of the RSPP (Prevention and Protection Service Manager), the RLS (Health and Safety Officer) as well as the competent Doctor;
  - ensuring maximum safety and traceability in the processing of sensitive data concerning all transactions and internal and external IT procedures by means of appropriate management tools;

- guaranteeing conformity with the Laws and Conventions in force regarding the following issues: product quality, service and specifications; environmental protection, including treatment of sewage water, hazardous and non-hazardous waste; health, safety and hygiene in the workplace; national labour contracts.
- establishing a permanent process of improvement of all aspects set out in the Company Policy.
- Availability of financial, human and technological resources to achieve the set goals.
- Formalisation of procedure to keep the most critical aspects and company practice under control.
- Evaluation and checks on suppliers and subcontractors.

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- To regularly carry out appropriate maintenance procedures on machinery, plants, equipment, buildings according to the provisions of law and instructions of manufacturers.
- Definition of check plans and periodic internal inspections (audits) in order to assess conformity to mandatory standards, respect for Policy, procedure and achievement of goals for improvement.
- Annual Management review of any detected non-compliances, injuries, accidents, complaints from customers and from any internal and external interested parties, in order to implement corrective actions aimed at achieving continuous improvement in all areas.

Employer who is committed, also by means of his representatives, to apply and propagate these principles to the personnel of TRERÈ INNOVATION, to the suppliers, the clients and all interested parties using any available communication channels.

This **quality, environment, health and safety and social responsibility Policy** has been drawn up and ratified by the