

E. THOMAS SPA

**QUALITY, ENVIRONMENTAL, HEALTH & SAFETY AND SOCIAL
RESPONSIBILITY POLICY**

Since the foundation, E. Thomas SPA (in future the Mill) produces fabrics following all the subjects of this document.

Extremely important are the values related to the Quality and Environmental Management, Health & Safety and Social Responsibility.

The Mill is very careful to ensure that, in all the production processes, the Italian and European regulations in force of the above subjects are observed. The Mill tries always to improve its business management:

- The management of the production processes in order to meet the customers needs and the safety of the product.
- The management of the chemical products is founded on the health and safety of the workers, the environment and the reduction of hazard materials. (Each chemical supplier is carefully evaluated).
- The management of the environment aspects with focus on improving the energy saving, waste recycling and better heating management.
- The management of the health and safety aspects on the workplace follows the Italian and European laws through risk evaluations, workers training and use of personal protective equipment.
- The management of social responsibility aspects focus of the transposition of the national laws, the employment contract and international conventions ILO about child labour, minimum wage, freedom of association, abuse and discrimination and forced labor. Proper tools are available to all the workers to advise, eventually anonymous, the Management of any disregard for ethical principles.

These proposals are granted by a documented integrated internal social compliance management system based on the following international standards: UNI EN ISO 9001, UNI EN ISO 14001, OHSAS 18001 e SA8000.

In particular, the integrated quality-safety-environment-social responsibility system is based on the following fundamental points:

- Risk evaluation for the workers and products health and safety.
- Evaluation of the significant environmental aspects.
- Evaluation of the implicit and explicit customers and interested parties expectations about product quality and service.
- Making the policy for future objectives and improvement programs for each subject.
- The appropriate financial, human and instrumental resources are provided to achieve the objectives.
- Procedures to check all the aspects and the business practices that present major challenges.
- Evaluation and control of the suppliers and subcontractors.
- Training and awareness of the Mill workers.
- Definition of control plans and periodical internal audits in order to check the compliance to the current legislation, the compliance with the procedures and the achievement of the improvement objectives.
- Periodic audits by the Management of the compliance issues, injuries and accidents, customer claims and all internal and external interested parties in order to implement corrective actions to achieve a continuous improvement.

This Policy is drafted and signed by the Mill's Management which is committed to apply it and spread it to all the interested parties.

Place and date

The Management