



POLICY FOR QUALITY AND OCCUPATIONAL HEALTH AND SAFETY

M.P.I. MAGNETI PERMANENTI INDUSTRIALI S.R.L. was set up in 1985 by Mr. Adolfo Belotti and his son Erminio with the aim of fulfilling their entrepreneurial dream in the magnets sector. In the first few years, it was crucial for the company to focus on the marketing of magnets, an activity that resulted in ever more thorough knowledge of the products, its manufacturing and application in a number of sectors. More than thirty years of experience, together with our professionalism and technological skills allows us to meet our Customers' needs in supporting design as well as control of finished products.

M.P.I. implemented a Quality System in compliance with UNI EN ISO standard 9001 already several years ago, *for the commercialization of standard and special permanent magnets based on customer's design*, because it has always considered Quality a crucial feature in proper company management.

The Organization is also implementing an integrated management system between the UNI EN ISO 9001: 2015 and UNI ISO 45001: 2018 standards, with the aim of obtaining UNI EN ISO 45001 certification in the near future, issued by an accredited third party.

M.P.I. considers the UNI ISO 45001: 2018 and the Consolidated Law on Health and Safety as the guidelines which all the company's choices on occupational health and safety should be inspired by and comply with. We believe integration among standards is the adequate tool that will allow us to assure better management of the Company's most strategic aspects as well as of our Employees' Health and Safety.

These activities will assure the essential support to the company to achieve continuous growth in its target markets. Not only M.P.I. as a company but all its stakeholders will benefit from this as well.

Over the years, M.P.I. has arranged its structure, its personnel and facilities in order to assure tailor-made services to our Customers such as:

- technical support in the Customer's design stage, also by using appropriate simulation software;
- standard or specific magnet inspections on request;
- possibility of re-magnetisation on site;
- storage of the material at our warehouse;
- assistance in bureaucratic fulfilments.

All that while respecting the environment, in compliance with mandatory regulations. With the introduction of the Code of Ethics, M.P.I. expresses its will to perform its activities in a transparent and fair manner, according to rules of conduct that involve all personnel. You can see our Code of Ethics in our website (www.mpimagnets.com).

Since
1985

M.P.I. MAGNETI PERMANENTI INDUSTRIALI S.R.L.

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Among the mandatory regulations we adhere to REACH registration, which is for us fundamental, because it is the most important regulation about chemicals ever released Europe-wide. M.P.I. has ended the registration in May 2018.

All the registration numbers are available on our website.

At company level, we respect the environment by performing proper waste separation and what is more, back in July 2012 we installed photovoltaic panels to produce clean and renewable energy.

In order to achieve continuous growth in the target markets, the M.P.I. The CEO has set the following primary goals for Quality and Health:

- ✓ assure satisfaction of Customers' express and implicit needs and expectations;
- ✓ compliance with applicable requirements (national and EC) either mandatory, or voluntary requirements and commitments made by the Company with its stakeholders;
- ✓ continuous improvement of the QMS and Occupational Health and Safety;
- ✓ undertake continuous improvement of performance on occupational health and safety;
- ✓ implementation of a responsible strategy aimed at Risk assessment and management and identifying opportunities, either arising from Company influences or external influences, in connection with Company processes and the Company's ability to meet Customers' requirements;
- ✓ identifying and periodically monitoring the hazards connected to the various activities in progress at the local unit and external workplaces and assess the relevant risks for workers' health and safety, with the support and involvement of all workers;
- ✓ assess occupational health and safety hazards connected to changes in the organisation, technology, procedures, plants beforehand rather than afterwards;
- ✓ assure the Company's success and the satisfaction of its Employees and stakeholders;
- ✓ Continuous training of M.P.I. personnel in terms of Quality, Safety and Environment, making employees aware of their individual obligations and of the importance of all their actions for achieving the expected results and of their responsibility within the QMS as well as on occupational health and safety;
- ✓ the achievement of the "performance" objectives set in the annual Improvement Plan;
- ✓ definition of reachable and measurable objectives concerning the Occupational Health and Safety System;
- ✓ implementation of the planned activities for the year;
- ✓ the System Integration with the Security System according to the BS OHSAS 18001: 2007 Standard;
- ✓ drawing up, disseminating and keep up-to-date management and operative procedures for constantly monitoring the QMS and OHSMS;
- ✓ developing programmes, objectives, goals and assuring adequate human and economic resources to achieve them;
- ✓ undertaking to define rules of conduct and work procedures suitable to reducing occupational accidents and diseases;
- ✓ raising the awareness of contractors and suppliers, from whom to expect compliance with this policy, the laws and safety procedures implemented by the company;
- ✓ periodically perform a review of this policy to assess and assure its consistency, adequacy and appropriateness to the organisation, the effectiveness of its performance and to make it possible to reformulate continuous improvement goals.

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To enforce this policy, the Company Management has:

- ✓ - assessed the adequacy of resources in terms of number and professionalism and their need for growth, from a professional point of view and towards the continuous training and raising awareness of the culture of Quality, Occupational Health and Safety in the workplace;
- ✓ taken into account recommendations from all stakeholders (Employees, Customers, Suppliers etc.) and assessed their usefulness to improve the management system;
- ✓ analysed and arranged work equipment and methods that allow for more efficient and safer performance of Company activities.

The CEO undertakes to disseminate the Quality and Safety Policy to all Company personnel and to the stakeholders.

The CEO is confident that all personnel will cooperate and strive to pursue the aforementioned objectives.

Date: 05/04/2022

Erminio Belotti
CEO

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