

COMPANY POLICY FOR HEALTH & SAFETY

By means of human, instrumental and economic resources, the Company Management of Fap ceramiche (Ceramiche CAESAR S.p.A) has committed itself to pursuing the goal of improving the Health and Safety of Workers as an integrated part of its activity and as a strategic commitment with respect to the general purposes of company activity.

It undertakes to work in compliance with laws governing Health and Safety at Work and to implement methods, actions and improvements that have the purpose of reducing the possibility of accidents and occupational diseases occurring and reducing the indexes related to these.

It ensures correct use of the technology adopted and, whenever possible, it aims at improving this technology by choosing more advanced technology for improving the standards of protection of health and safety at work.

It undertakes to comply with the BS OHSAS 18001:2007 voluntary standard and to implement and respect its requirements.

It identifies the hazards arising out of various activities, of sources and of dangerous situations, evaluates the risks and adopts suitable measures for prevention and protection.

Implementation and fulfilment of a Health and Safety at Work Management system within Gruppo Concorde has the purpose of ensuring:

- compliance with the applicable legal regulations and other standards or good practices that Gruppo Concorde has endorsed;
- protection of the Health and Safety at Work of workers, company property and firms working on behalf of Gruppo Concorde;
- respect of the surrounding communities and environment;
- continuous improvement of the Health and Safety risk prevention performance.

It implements and keeps updated management and monitoring procedures for constant control of the health and protection of staff and for any operations to perform in the event that non-compliance, abnormal situations and emergencies are noted.

It allows for the evaluation of company processes, products and activities, both by means of audits and by means of data collection for effective monitoring.

It establishes and pursues targets for innovation and improvement of health and safety issues for the purposes of prevention.

It performs a preliminary evaluation of risks for staff both in terms of existing activities and of new activities and/or processes, for the purpose of adopting solutions capable of preventing accidents and occupational diseases.

It promotes training and information activities that involve employees at all levels and make them aware of their personal obligations and of the importance of any action focused on the attainment of the expected results, and of their responsibilities in terms of Health and Safety at Work.

It ensures the involvement, participation and dissemination of this awareness so that the company's policy and targets may be fully shared, and a culture based on prevention and maintaining of safe working conditions be developed.

It encourages the selection and promotes the development of suppliers and contractors in accordance with the principles of this policy, and requests the former to adopt behaviours that are consistent with the policy.

The organisation gives notice of this document and makes it available to all company subjects as well as to all involved parties by publishing it on its website.

It has activated dedicated communication channels both in-house and out-house, especially with public authorities.

It periodically engages in review activities of Health and Safety at Work policies and management systems and of the risk assessment document in order to check its accuracy and effectiveness for the purpose of constant improvement.

The entire company organisation (managers, executives, management staff, workers, etc.) take part, within the scope of their competences, to the attainment of the objectives concerning Health and Safety at Work.

Fiorano Modenese, January 21st, 2019

The Employer