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Integrated company policy

Index

1. OBJECTIVES OF THE INTEGRATED MANAGEMENT SYSTEM	4
QUALITY-ENVIRONMENT-HEALTH AND SAFETY	
2. ACTIONS AND METHODOLOGY	4
3. POLICY ON PREFERABLE SUSTAINABLE PROCUREMENT	5
4. ENVIRONMENTAL AND SOCIAL COMMITMENT	5

Enetec SPA SB, as a Benefit Corporation, develops its services in accordance with the voluntary international standards UNI EN ISO 9001, UNI EN ISO 14001, and UNI ISO 45001.

These management systems aim to certify the quality of the services and products offered, manage and reduce the environmental impact of company activities, mitigate the consequences of climate change affecting the organization, promote environmental sustainability, and ensure the health and safety of workers. All the standards share the goal of promoting continuous improvement, effective and transparent communication with all stakeholders, including customers, suppliers, communities, and collaborators, as well as ensuring compliance with regulations and binding laws.

The organization adopts a risk-based thinking approach to plan its processes, assessing and addressing associated risks, and leveraging identified opportunities. This approach promotes appropriate proactivity at all levels in risk management.

1. OBJECTIVES OF THE INTEGRATED MANAGEMENT SYSTEM QUALITY-ENVIRONMENT-HEALTH AND SAFETY

- Fully meet customer needs by offering highly qualified services that respect the environment and ensure the health and safety of workers.
- Advance in terms of productivity and competitiveness, quickly adapting to market changes.
- Constantly improve organizational efficiency and qualitative and environmental performance, preventing and reducing environmental impacts and health and safety risks.
- Ensure high quality standards by continuously monitoring and improving business processes to provide products and services that meet or exceed customer expectations.
- Promote staff training and awareness, ensuring that all collaborators are competent and committed to achieving quality, environment, health, and safety objectives.
- Encourage innovation and continuous improvement by fostering the development of new solutions and technologies that can increase the quality of products and services offered, while reducing environmental impacts and health and safety risks.
- Implement monitoring of its environmental performance in relation to climate objectives, including specific indicators for reducing CO2 emissions and adapting to climate change
- Actively participate in CO2alizione with the commitment to design and implement a credible corporate decarbonization path for climate neutrality.

Through the Quality-Environment-Safety System, Enetec SPA SB aims to:

- Fully meet customer needs by offering highly qualified services that respect the environment, health, and safety of workers.
- Advance in terms of productivity and competitiveness, quickly adapting to market evolution.
- Constantly improve organizational efficiency, qualitative and environmental performance, preventing and reducing environmental impacts and health and safety risks, considering the impacts of climate change on the organization.
- Join initiatives that can concretely contribute to the pursuit of the United Nations Sustainable Development Goals (SDGs).

2. ACTIONS AND METHODOLOGY

To achieve these objectives, Enetec SPA SB commits to:

- Analyze the context and business processes.
- Identify and assess risks and opportunities related to activities, considering the needs and expectations of internal and external stakeholders, with particular attention to climate change.

- Pay constant attention to human resources, adopting personnel management methods that foster talent growth, engagement, and motivation.
- Involve, consult, and engage workers and their representatives in health and safety management, promoting continuous improvement.
- Continuously inform and train staff to increase technical skills and professionalism.
- Spread good business practices and a culture of respect for the environment and safety.
- Constantly monitor compliance with national laws and EU directives and/or regulations.
- Eliminate hazards and reduce risks for OHS
- Protect the environment by preventing pollution
- Assess in advance the environmental impacts and health and safety risks related to new activities.
- Monitor the services offered and operating methods with performance indicators.
- Create transparent and trustworthy collaborative relationships with customers.
- Raise awareness among customers and suppliers on environmental and safety issues.
- Adopt technologies and operational methodologies aimed at continuous quality improvement and reduction of environmental impacts.
- Prevent accidents and occupational diseases.
- Clearly define tasks and responsibilities to optimize and empower resources.
- Prevent emergencies and plan intervention strategies in case of accidental events.

3. POLICY ON PREFERABLE SUSTAINABLE PROCUREMENT

Enetec SPA SB, as a Benefit Corporation, is committed to identifying and managing environmental, social, and economic impacts along the supply chain, preferably purchasing sustainable, ethical, and responsible materials, goods, and services exclusively from suppliers operating in compliance with current regulations.

4. ENVIRONMENTAL AND SOCIAL COMMITMENT

Enetec SPA SB also commits to:

- Prefer the purchase of materials, goods, and services that reflect internationally recognized environmental and sustainability specifications or standards, to pursue continuous improvement of procurement practices.
- Preferably select suppliers who are proactive in achieving the Green Deal (SDG's) objectives
- Use materials that have a lower environmental impact compared to alternative solutions and develop new products by rethinking the end-of-life cycle from a circular economy perspective.
- Optimize production with a view to reducing waste and scraps
- Apply, where possible, innovative ecodesign principles to projects, minimizing impacts associated with the procurement of materials and energy, favoring recyclable packaging, wood, and FSC certified paper.
- Recycle end-of-life materials where possible, otherwise ensuring disposal in the most environmentally correct way.
- Avoid the use of products potentially harmful to the environment, promoting their replacement with less harmful alternatives when available.
- Prefer the purchase of Electrical and Electronic Equipment compliant with RoHS regulations, to limit the presence of lead, mercury, cadmium, hexavalent chromium, polybrominated biphenyls, and polybrominated diphenyl ethers in final products. Require compliance with the REACH regulation for purchased chemicals, reducing the use of substances harmful to the environment.
- Promote the purchase of electric vehicles for our company fleet, thus reducing CO2 emissions and improving energy efficiency.

Integrated company policy

- Purchase local food products, supporting the local economy and reducing the environmental impact due to transportation.
- Prefer office supplies made with natural and/or recycled materials, reducing the use of virgin resources and promoting the circular economy.

This policy is consistent with other company guidelines and is available to all employees. It is reviewed annually to ensure its suitability and may be updated in light of findings from monitoring activities, national and international regulations, and feedback from various departments.

Frangarto – 11/11/24

Legal Representative



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