



Based in Morimondo (MI), ITAL G.E.T.E. is a national and international market leader in the manufacture of spray paints for the DIY sector with a complete range of paint products for decoration, a car retouching line and a number of products for special applications.

Over the years the company has always kept abreast of market developments and technological innovations.

MISSION – What distinguishes us

ITAL G.E.T.E. has set as the primary objectives of its activity:

1. the **satisfaction** of the needs and expectations both of our direct customers and of consumers and other interested parties through the development of products of **high quality standard**
2. respect for the **environment** and the **health and safety** of its employees, customers and consumers by ensuring compliance with existing laws and user requirements
3. improving our environmental performance by working with suppliers and customers
4. the prevention of occupational accidents and medical conditions with the aim of keeping them at zero
5. the pursuit of innovation and the **ongoing improvement** of our organisation, our products and our service, in relation also to environmental and occupational health and safety performance
6. full respect for **working practices and human rights**
7. avoidance of all forms of exploitation while respecting **labour standards**

POLICY – How we aim to achieve our objectives

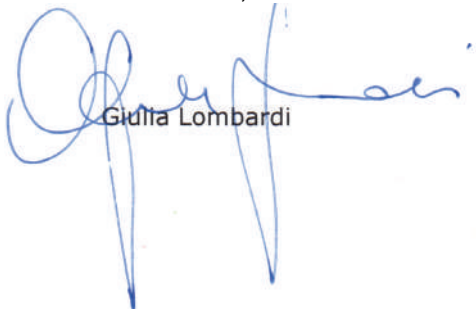
With the conviction that doing things well right from the outset will bring such concrete benefits to us and to our customers that both will be satisfied, the strategy implemented by the Management consists of:

1. the analysis of the internal, environmental, market, political, economic, socio-cultural, technological, legal and ethical factors influencing the company's objectives and the adoption of robust instruments containing risk mitigation measures and the ability to seize opportunities
2. the maintenance of an **integrated management system** complying with UNI EN ISO 9001, UNI EN ISO 14001 and UNI ISO 45001 standards and the carrying out of periodic internal audits in order to give adequate confidence to the parties involved in all phases of our activity, from the acquisition of orders to shipment of the finished product
3. ensuring safe and healthy working conditions for the prevention of occupational accidents and medical conditions, by applying constant commitment to the elimination of hazards and the reduction of risks for workers, in compliance with the collective contract, and for all persons having access to the company site
4. maintaining over time close collaboration with our **external suppliers**, promoting the adoption of correct and safe behaviour to ensure the controlled, sustainable management of the entire production cycle starting from the procurement of the necessary materials and services
5. supporting an ongoing commitment:
 - of the **laboratory** in the analysis and selection of new raw materials and in the study of new technical solutions in compliance with the principles of environmental compatibility and product safety
 - of the **marketing** department in the study of the market and in the identification of new needs or expectations on the part of customers
 - of the **entire company** in identifying the points where our internal organisation can be improved in order to minimise any possible complaint from customers

6. being convinced that the **personnel** and their **health and safety** are our most valuable asset:
- maintain an adequate level of **sensitivity** to the customer's demands, in order to understand and meet their needs through work
 - maintain, through specific training courses, an adequate level of **competence** and degree of **awareness**, understood as being the ability to deal with operational, environmental, management, regulatory and safety-at-work factors without improvisation and in line with customer expectations
 - create a working environment that **attracts** talented people and enables them to develop their full potential
 - avoid any kind of political, racial, religious, gender or any other kind of discrimination
 - guarantee and facilitate consultation of employees and their representatives
7. being convinced that the **environment** is a priceless common good and aware of our responsibilities:
- to constantly **respect** international, national and local legislation and any voluntary agreements aimed at sustainability throughout the product life cycle
 - pay the utmost **attention** to the prevention of all forms of pollution and accidents
 - develop, from design to final disposal, **safe and environmentally friendly products** that do not use ozone-depleting gases, heavy metal pigments and minimise the use of aromatic solvents
 - encourage an **open dialogue** on environmental issues among company, employees, the community and the media
 - make a rational use of **energy, water and natural resources** and improve efficiency in their consumption
 - **systematically detect** all the environmental impacts of our activities, understand their effects and identify their causes
 - endeavour to generate and manage **waste** in such a way as to prioritise recovery and recycling rather than disposal wherever possible
 - adopt **technological processes** that minimise environmental impacts
 - create operating procedures that ensure system operation, maintenance and modification with a view to preventing pollution
 - communicate Policy content, in appropriate forms, to employees, the companies that work for us, suppliers, customers and anyone else that might have a specific interest.

The Company is committed to periodically reviewing this policy in order to keep it active and appropriate to Company purposes and objectives.

Morimondo, 29/05/2020



Giulia Lombardi