



The Management of LUBE Srl has decided to implement an integrated management system in compliance with the principles of quality, sustainability of textile processes, environment, health and safety and social responsibility, undertaking a certification process in compliance with the SA8000, UNI EN ISO 9001 standards, STeP of OEKO-TEX®.

The Management of LUBE Srl intends to guarantee within its organization the controlled management of all aspects and requirements set out in the standards indicated above and in particular:

- controlled management of its production processes in order to satisfy customer needs and product safety;
- management of chemical products both with reference to the health and safety of workers and the external environment and the content of dangerous or prohibited substances in the articles produced. This objective is pursued in particular through careful selection and evaluation of suppliers of raw materials (yarns) and third-party processing (in particular dyeing plants) in order to verify compliance with the regulations in force and in the continuous awareness and training of staff and collaborators on the correct use of all chemical products during the production and/or manufacturing processes (see Chemical Safety Policy Document);
- management of environmental aspects both with regards to compliance with current legislation and in reference to the possibilities of improving the environmental performance of the plant in terms of activities carried out, production and articles produced especially in the fields of energy saving and, in the reduction, separation and recycling of waste;
- management of health and safety aspects in the workplace both with regards to compliance with current legislation and the possibilities for improvement, in particular in reference to risk assessment, the use of collective and individual protective equipment and employee training personal.

The integrated quality-safety-environment management system is based on the following fundamental points:

- Risk assessment for the health and safety of workers and products;
- Evaluation of significant environmental aspects;
- Evaluation of the explicit and implicit expectations of customers and all interested parties both from the point of view of product and service quality;
- Provision of financial, human and instrumental resources to achieve objectives;
- Formalization of procedures for keeping under control the aspects and company practices that present the most critical issues;
- Evaluation, qualification and periodic monitoring of suppliers;
- Training and raising awareness of staff so that they are aware of their role in the company both from the point of view of environmental protection and their own health and safety and that of their colleagues;
- Definition of control plans and periodic internal checks (audits) in order to verify compliance with mandatory and signed regulations, compliance with procedures and achievement of improvement objectives;
- Control of non-conformity, injuries and accidents, negative feedbacks and all parties compliance with procedures and achievement of improvement objectives;
- Pursuit of continuous improvement of environmental, health and safety performance according to feasibility and economic sustainability criteria;
- Maintenance of active internal and external information channels regarding environmental problems and the protection of workers' health and safety;
- Use of systems compliant with the most up-to-date technologies, both for the protection of the environment and workers;
- Preventive evaluation of both new materials/production processes and the modification of existing ones, in order to identify and keep environmental, safety and performance aspects under control, trying where possible to reduce their negative effects;



- Checks and maintenance on existing systems, progressively adopting the most suitable safeguard measures through improvement interventions;
- Issuance and application of an emergency plan to manage any environmental incidents and/or injuries;
- Information and continuous awareness-raising of its suppliers of goods and services regarding the general principles of this policy so that a relationship of effective collaboration can be established;
- Periodically review this policy and objectives and programs.

To maintain and improve the results achieved on the issues of environmental protection, safety and customer satisfaction, the participation of all staff and their representatives is necessary. Therefore, everyone, within the scope of their respective duties and responsibilities, must consider the issues indicated in this policy as issues of primary importance, integral and inseparable from their work activity, and is called upon to suggest proposals for improvement relating to their area of activity.

The Management of LUBE Srl. is available for an open and constructive dialogue with each employee/collaborator, supplier and with all the bodies institutionally responsible for monitoring its work activities.

This policy is drawn up and signed by the Management which undertakes, also through its representatives, to apply it and disseminate its principles to company staff, suppliers, customers and all interested parties, using the available communication tools.

Cerreto Guidi, 20th June 2019

La Direzione Generale