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In view of the context in which it operates and of the specific needs of the market, of customers and of all players considered as having a significant role in its operations/processes, **BATHSYSTEM Spa** intends to consolidate and develop its position in the industry through continuous improvement, promoting a production and management policy that can meet the expectations of all parties concerned, and turning its attention to environmental and health and safety requirements in the workplace.

BATHSYSTEM Spa defines the main pillars of its policy as follows:

- compliance with current legislation and all voluntary requirements to which the company subscribes;
- product and service reliability;
- obtaining customer satisfaction;
- monitoring and continuous improvement of the overall environmental and energy impact;
- analysis and evaluation of potential contribution to the fight against climate change.

QUALITY MANAGEMENT SYSTEM

BATHSYSTEM SpA applies a quality management system aligned with standard UNI EN ISO 9001: 2015. This is a necessary tool for ensuring it achieves its objectives.

It describes and defines:

- *ORGANIZATION AND RESOURCES;*
- *PROCEDURES AND STANDARDS;*
- *ROLES AND RESPONSIBILITIES.*

and is reviewed periodically by the General Management to ascertain whether it remains fit for the purpose or whether there is scope for improvement.

The General Management:

- defines roles, responsibilities and means for ensuring the organization is compliant with all applicable requirements;
- promotes the application, improvement and development of the quality management system;
- will ensure that the principles of total management described in the management systems (manual, procedures and instructions) are divulged to and shared by all employees and collaborators.

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ENVIRONMENTAL MANAGEMENT SYSTEM

Bathsystem SpA considers safeguarding the environment essential to quality of life and sustainable development.

That is why it is committed to:

- ensuring company aims respect and safeguard the environment, paying due attention to the context in which it operates;
- promoting the participation and collaboration of all the parties involved, including its suppliers, as their active contribution is vital if Bathsystem SpA is to achieve its objectives concerning the protection of the environment;
- implementing, documenting and keeping active an environmental management system that complies with the provisions of UNI EN ISO 14001.

Bathsystem SpA fulfils its commitment through the following management principles:

- managing production activities so as to prevent and/or reduce their direct environmental impact, particularly by monitoring resource and energy consumption and correctly managing the waste produced;
- using means and materials whose properties comply with the environmental legislation in force;
- taking all the measures necessary to limit the occurrence of emergency conditions and the potential environmental impact thereof;
- constant awareness-raising in order to establish a culture throughout the company that aims to implement the correct forms of behaviour in terms of environmental and land protection;
- involving the workforce and encouraging it to participate in the process of continuous improvement and prevention, with regard to environmental protection;
- continuously monitoring the management of environmental protection by critically analysing results and by reviewing the principles stated above and the environmental management system.

ENERGY MANAGEMENT SYSTEM

Bathsystem SpA considers it of fundamental importance to use a strategy focused on improving energy performance.

That is why it is committed to:

- striving for continuous improvement of the energy management system and energy performance;
- promoting the participation and collaboration of all the parties involved, including its suppliers, in the knowledge that their active contribution is vital to achieve its objectives concerning energy efficiency;
- implementing, documenting and keeping active an energy management system that complies with the provisions of UNI EN ISO 50001.

Bathsystem SpA fulfils its commitment through the following management principles:

- management of production activities so as to minimise the waste and consumption impact associated with their processes and products;
- comply with its compliance obligations, consisting of legal requirements and other energy-related commitments;

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- encourage the procurement of energy-efficient and environmentally friendly products and services, with energy consumption being a key factor in the design of new processes and installations;
- making use of appropriate energy supplies at the most advantageous prices;
- constant awareness-raising in order to establish a culture throughout the company that aims to implement the correct forms of behaviour in terms of energy efficiency;
- constantly monitor energy performance in order to build and refine useful indicators for projects and initiate effective remedial actions to deal with nonconformities and deviations from targets.

MANAGEMENT OF FSC CHAIN OF CUSTODY

BATHSYSTEM SpA has decided to implement and maintain the FSC chain of custody for forest products used in the prefabricated cells it manufactures.

It therefore declares its commitment to complying with the FSC values as defined in document FSC-POL-01-004 - “Policy for the Association of Organizations with FSC” (first approved in July 2009) and declares that it is not directly or indirectly involved in the following activities:

- illegal harvesting or trade in forest products;
- violation of traditions and human rights within the forestry or forest products sector;
- destruction of areas, forests or other types of vegetation considered to be of high conservation value especially as regards social or environmental importance;
- significant conversion of forests to plantations or non-forest use;
- introduction of genetically modified organisms into the environment during forestry activities;
- violation of any principle laid down by the International Labour Organization (ILO) convention defined in the “Declaration on Fundamental Rights and Principles at Work”; in particular, it undertakes to:
 - have due regards to the rights and obligations established by national law;
 - not employ child labour
 - abolish all forms of compulsory forced labour;
 - not discriminate in employment and occupation;
 - respect the freedom of association and the actual right to collective bargaining.

COMBATING CLIMATE CHANGE

By adopting the above-mentioned management systems, Bathsystem has set up a monitoring system of indicators that makes it possible to analyse its impact and evaluate the implementation of measures to reduce its emissions, thereby committing itself to the fight against climate change.

STRATEGY AND IMPROVEMENT

The General Management defines its strategic objectives, which it re-examines periodically to check that they are up to date and effective, for the purposes of:

- continuous improvement,
- reviewing its policy, which represents the reference framework for the quality and environment objectives.

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TRAINING AND RESOURCES

Insertion, training and motivation of workforce, availability of suitable resources (equipment, plants and machinery) and the selection of expert suppliers constitute for **BATHSYSTEM Spa** a strategic element for achieving the objectives.

The General Management

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