



Integrated Company Policy

The General Management of CLC Soc. Coop., by making this document available to the parties involved and placing its human, instrumental and economic resources at disposal, agrees to pursue improvement objectives as an integrated part of its activity and as a strategic commitment towards the achievement of the company's mission in general.

CLC Soc. Coop., in response to requests from the market for higher and higher standards, believes that the company strategy most consonant to the achievement of its Company Policy lies in the complete implementation of an Integrated Quality, Environment, Safety, and Social Responsibility Management System in compliance with UNI EN ISO 9001:2008, UNI EN ISO 14001:2004, OHSAS 18001:2007, and SA 8000:2008.

The Cooperative has also adopted a Gender Oriented Management System (Women Oriented Company - WOC) by participating in a pilot project promoted by the Livorno Province Development in collaboration with Efeso, the Legacoop Toscana training organization for the purpose of adding value and reinforcing women employment levels in the Province of Livorno, while ensuring the satisfaction of internal personnel and the respect of equal opportunity in the company.

The fundamental principles on which the company management system is based are the following:

QUALITY OF THE PRODUCT/SERVICE

- a) satisfaction of clients needs and expectations;*
- b) continuous improvement of the product and service delivered to the client;*
- c) constant effort in preventing errors and defects with the awareness that identifying the causes and the following corrective actions leads not only to the reduction of costs and waste but also to the overall improvement of company performance;*
- d) ongoing training of personnel in the new process and product technologies adopted by the company.*

SAFETY AND RESPECT FOR THE ENVIRONMENT

- a) ensure the strictest respect for all environmental protection and accident-prevention legislation;*
- b) consider environmental protection and accident-prevention aspects essential from the earliest definition of new activities or the revision of existing activities;*
- c) provide employees with environmental protection and accident-prevention education and training activities;*
- d) make a constant effort to reduce waste, power consumption, and work-related accidents;*
- e) promote the active participation by the entire company (directors, supervisors, systems engineers, purchasing and maintenance services, workers, etc.) to the degree of their roles and responsibilities in the achievement of the safety objectives set so that:*
 - systems and equipment, operative methods and organizational aspects are managed in such way as to ensure the health of the workers and the hygiene of the workplaces, company assets, third parties, and the community in which the company works;*
 - the information on company risks is distributed to all workers, who must also be trained and updated in the same with specific reference to the tasks assigned;*
 - any needs that emerge during work are filled diligently, efficaciously, and rapidly;*
 - cooperation between company resources and collaboration with trade associations and the competent external agencies are duly promoted;*
 - all the laws and regulations in force are respected, procedures are formulated, and the company standards set are implemented;*



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- activities are managed also with the objective of preventing accident, injury, and occupational disease; Planning, operation, and maintenance activities, including the cleaning of workplaces, machines, and systems, are oriented to such purpose.

SOCIAL RESPONSIBILITY

- a) refrain from the use or promotion of child labour;*
- b) refrain from the use or promotion of forced labour;*
- c) ensure all employees a safe and healthful workplace;*
- d) respect employees' rights to form and join trade unions;*
- e) refrain from any and all types of discrimination;*
- f) refrain from the use or promotion of corporal punishment, mental or physical coercion, and verbal abuse;*
- g) work with respect for the law and the national labour contract in force;*
- h) guarantee the respect of minimum wage levels;*
- i) implement and maintain a social responsibility management system.*

WOC (Women Oriented Company)

- a) guarantee the same possibilities for both genders in terms of access, work conditions, training and pay;*
- b) improve the conditions of company employees;*
- c) promote awareness of "equal opportunity" inside and outside the company (clients and suppliers);*
- d) ensure the respect of the law as regards "equal opportunity".*

The company is convinced that the application of these principles in the daily management of its activity will lead to an advantage in terms of both economic competitiveness and image.

The Integrated Management System (IMS) and all the tools introduced with the same will be regularly reviewed for a check on its adequacy and efficacy through both periodic examinations of the results systematically collected and processed and direct observance. The Cooperative expects every employee at every level to make a concrete contribution to the improvement of the Company System and to promptly report any malfunctions and/or inefficiency that come to attention.

May 18, 2009

The General Management