

# Integrated Management System Policy

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## A FACTORY IN THE FACTORY

Our main goal is to continue producing in Italy and contribute keeping and growing the Italian mechanical industrial tradition.

We want to be a reliable partner for our customers to provide real solutions to their requirements: in our company, they can find a team who “risks” and tries to propose innovative ideas with respect to their own obligations of compliance of conformity obligations of compliance.

In the industry, many processes are often taken out to obtain a cost reduction and because it is not easy to manage more specializations: on the other hand, this causes you to lose skills, which move outside.

Inarca, on the contrary, wants to be a “factory in the factory”.

We constantly renew our machines and tools investing more than 10% of our turnover. We realize a wise policy of profits distribution, and due to this fact, we use our own capital for our investments.

Our goals are shared with our employees who are aware of the importance of their job, which is part of a greater and ambitious plan. We are committed to promote consultation and participation of workers and their representatives in the process of risk prevention and health and safety protection, we try to create a safe, comfortable and stimulating working place in order to prevent accidents and work-related diseases. We are also focused to comply legal and other requirements, eliminating hazards wherever possible and otherwise reducing occupational health and safety risks.

We believe in young people and in their professional growth: we are open to the school and academic world, and we are involved in creating customized job placement and training programs.

We consider our suppliers as our partners, we expect them to respect our agreements, and we strive to keep our promises.

Our factory is surrounded by cultivated fields: maybe this is the reason for which environmental respect, even when it was not a priority for many, has always been of primary importance for us. We commit to decrease our environmental impact trying to reduce our waste production, cutting energy and water resources consumption, in order to avoid air, water and ground pollution.

We are a family company, and we commit daily to plan the goals to be reached.

The context analysis in which we work, and the risk evaluation connected to that, together with the application of “Management Quality System”, according to the rules of UNI EN ISO 9001, IATF 16949, UNI EN ISO 14001 and UNI ISO 45001 and SA8000, help us to keep our strategic direction and reach and maintain these aims.

CEO  
Gianni Piovesan

*“...the word “freedom” has got many meanings, but maybe the kind of freedom more accessible, more enjoyed and more useful to men, consist of being competent in our own job, and enjoy doing it”.*

Primo Levi - La chiave a stella

# Social Accountability Policy

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*Ethics* is not 'just' a set of rules and values that regulate human behaviour in relation to others, or a criterion that allows people to judge behaviour, their own and that of others, with respect to good and evil.

*Ethics* is a way of being, it is a precise commitment, a path that one wishes to take with responsibility.

As a guarantee of this, Inarca has decided to adopt a Management System in compliance with the SA8000 Standard, in order to manage all the activities necessary to comply with the requirements and to constantly improve performance according to Ethical and Social Responsibility.

With this Policy, together with the Integrated Policy, Inarca wants to ensure the maintenance of Management Systems for quality, environment, health and safety at work and to promote ethical principles, operating responsibly in the social sphere, complying with national and international standards, as well as complying with the requirements of the SA8000 Standard, i.e.:

- not to use or support child labour;
- not to use or support forced or compulsory labour;
- ensure a safe and healthy working environment;
- respect the right of workers to form, join and organise trade unions of their choice, and to bargain collectively with the organisation;
- not resort to or support any form of discrimination;
- treat staff with dignity and respect by not resorting to or tolerating disciplinary practices such as corporal punishment, physical or mental coercion or mental abuse;
- comply with applicable laws, collective bargaining and industry standards on working hours;
- ensure that remuneration always corresponds at least to legal or minimum industry standards, or collective agreements;
- Implement a management system compliant with the requirements of SA8000 and comply with international instruments (normative elements and their interpretation), applicable laws and any other subscribed requirements.

Inarca is committed to ensuring that the principles of the Standard are progressively understood throughout its supply chain, promoting and monitoring their compliance, and encouraging its business partners to take a proactive role in this context.

Inarca is also committed to periodically mapping and assessing the main social responsibility risks and taking the initiatives deemed necessary to manage and mitigate them. Adequate resources will be allocated for such activities and the absence of any discrimination or retaliation against any employees and/or other interested parties who provide comments, recommendations, reports or complaints regarding the workplace and/or potential non-compliance with the Standard will be ensured.

If complaints go unheard in the company, they can be addressed to:

- to the certification body DNV GL BUSINESS ASSURANCE ITALIA S.r.l.  
Via Energy Park, 14 – 20871 Vimercate (MB)  
Phone 039 68 99 905, Fax 039 68 99 930, [www.dnvgl.it](http://www.dnvgl.it);
- to the SAAS - Social Accountability Accreditation Service  
9 East 37th Street, 10th Floor, New York  
NY 10016, United States of America  
Phone +1 (212) 391 2106, <https://sa-intl.org/about-saas/>

CEO  
Gianni Piovesan