

	Integrated Management System	Rev.	Date
	POLICY OF MANAGEMENT SYSTEM_QHSE	1	14/01/2021

QHSE Policy


Paladon Systems Srl is a Company specialized in design, manufacture and mechanical assembly of actuators and control panels, with the scope to reach the highest standards of Quality, Health, Safety and Environment.

Health and Safety of its personnel, external contributors and visitors, the satisfaction of its customers and protection of the environment and the surrounding community are all cornerstones considered by Paladon Systems an absolute priority and integrated in every activity.

The administration of Quality, Health, Safety and Environment and the valuation principles of risks are integrated in every business process, in the manner prescribed by ISO standards 9001:2015, ISO 14001:2015 and ISO 45001:2018.

Related to its reference framework and to the interested parts to provided activities and goods/services, the Company is committed to reach the following Goals openly and transparently:

- Keep active the Integrated Management System implemented in conformity to norms UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI EN ISO 45001:2018;
- Increase the professionalism of the employees and contributors that represent an important asset to keep a certain position in such a specialized Field, as the Oil & Gas;
- Identify the requirements of training and coaching necessary to the correct development of the activities in order to increase the competences of the employees and verify their effectiveness;
- Motivate, empower and raise awareness amongst staff to the management of the IMS and to the continuous improvement;
- Promote the approach to the processes, and for every process, evaluate and manage risks and opportunities;
- Constantly improve the quality of products and services (in accordance to requirements, to delivery times established, management of assistance activities), increasing the Customer satisfaction;
- Define objectives and markers, considering in every action/decision taken all relevant issue related to the quality, environment, health and safety in the workplace, and monitor it by a constant review;
- Evaluate the needs of the Customers to meet the requirements, in order to encourage general company competitiveness;
- Keep a proven reliability of Supplier and provide to increase control criteria respecting the scopes of supply and the correct managing of environmental impact and of health and safety;
- Respect and meet every applicable law and requirement and actuate a constant check with specific conformity verifications;
- Protect and enhance the environment and adopting all necessary measures to prevent pollution and being "a good neighbour" for the surrounding area;
- Provide safe and healthy working conditions and enhance every necessary measure to eliminate dangers, reduce the risk and for the prevention of accidents and occupational illnesses;

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- Actuate the necessary processes to get prepared and answer to potential emergency situations;
- Encourage the consultation and participation of workers and of employees' representatives, maximise the performance of goods/services provided with the requirements of integrated management system;
- Control the management of safety of their subcontractors;
- Ensure that the Policy is communicated (during meetings, posted on the board, sent by e-mail, published on company server), understood and applied to all company levels, and also available to interested parts on Company website.

Paladon Systems Srl is committed to safeguard and promote the respect of human and working rights, in particular between its employees and its commercial partners.

Paladon Systems Srl provides a working place free from any kind of discrimination, harassment, intimidation or bullying and promote the diversity and inclusion, convinced that cooperation between people with different competences, perspectives, background and cultures is a key element and a solid base to grow and innovate.

Moreover, Paladon Systems Srl recognizes also the right of its employees to freedom of association and collective negotiation, and does not tolerate any working form or illegal exploitation, or mandatory, forced or child labour work.


The Company has determined internal and external factors relevant for its scopes and strategic addresses that influence its capacity to reach established results for its Management System.

This evaluation is indicated in Quality Manual_QHSE.

Borgonovo Val Tidone, 14/01/2021

Chairman,

Giovanni Scovenna


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