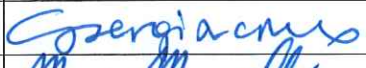




Company Policy

4	03/09/2018
Rev.	Date

	Role	Name and Surname	Signature
Develop	Management System Manager	Ing. Giulia Sergiacomo	
Verify	Top Management Representative	Ing. Mauro Mencarelli	
Approval	Chief Executive Officer	Ing. Giovanni Di Vincenzo	

Di Vincenzo Dino & C S.p.a. (henceforth referred to as DVC) is a construction company. Its main purpose has always been to pursue a profitability compatible with the respect, welfare and safeguard of the parties, both inside and outside the Organization.

The strategic approach, which guides the decision and productive processes, is founded on the essential principles of responsibility as follows:

- i. the health and safety of the workers, in the broadest sense of the term (e.g. employees, consultants, administrators, apprentices in DVC and/or consortia and consortium companies owned and/or of third-party companies related to DVC) and the respect of their rights and dignity;
- ii. environment protection, special care on long-term sustainability;
- iii. compliance with law;
- iv. fair competition, refusing all forms of corruption;
- v. client satisfaction and quality-guaranteed products and services.

These principles are reflected in shared commitments to:

- a. analyse the context of the Organization and monitor its evolution over time to identify risks and opportunities;
- b. set and regularly review objectives and targets which have to be measurable, achievable and consistent;
- c. provide adequate human, professional and economic resources in order to reach the objectives and targets set;
- d. support and promote the sharing of objectives and targets through an active participation of workers;
- e. pursue continuous improvement in the quality of activities, products and services offered;
- f. promote training and professional development of workers, through the transmission of the knowledge comprising the heritage of its expert and through the constant updating of the technical, technological and legal tools;
- g. identify and value every possible risk linked to the possibility of damage to people, environment and things and implement all the prevention and protection measures to ensure continuity of business;
- h. consider environmental aspects directly or indirectly linked to the activities and set the actions to reduce the possible negative impacts and to promote positive impacts.
- i. guarantee strict compliance with legal and voluntary requirements and with the other requirements which the Organization subscribes, also with an efficient self-regulatory system;
- j. no child labour;
- k. ensure adequate and dignified working and salary conditions. In this regard the Company will control the sub-contractors;
- l. ban all forms of forced and compulsory labour, mental or physical coercion, corporal punishment or abuse, as well as psychological;
- m. ensure freedom of association, respect of collective, national or local, bargaining;
- n. ban all forms of discrimination and ensure the same opportunities;

Top management provides that:

- the present policy be communicated as appropriate within the organization and the other interested parties;
- the organization actively and responsibly participates to pursue the commitments expressed in this policy

and commits to undertake the present document and, whenever necessary, to modify it.

In order to give public recognition to the Management System, Top Management considers vital to be in conformity with the standards UNI EN ISO 9001, UNI EN ISO 14001, UNI EN ISO 45001 and SA8000 and, for these standards, certified by a notified body.

