



B&C SPEAKERS s.p.a

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INTEGRATED POLICY FOR ENVIRONMENT, QUALITY, WORKPLACE SAFETY, and INFORMATION SECURITY

The goal that B&C Speakers intends to pursue and guarantee over time is increasing customer satisfaction (staff and contractors), prevention of accidents and occupational diseases, maintaining information security, respect for the environment, while operating in accordance with the UNI EN ISO 9001, OHSAS 18001, ISO / IEC 27001 and ISO 14001 standards.

B&C Speakers therefore proposes:

- to continuously improve its processes, its products and its performances relating to health and safety, the quality of all processes implemented, information security and respect for the environment
- to provide through its own information structure its internal processes and trading partners with a set of information ensuring:
 - ✓ confidentiality, availability and integrity requirements of the information processed, both within B&C Speakers and in relation to the information related to the trading partners (Customers, Suppliers, Partners, etc.);
 - ✓ continuity of the corporate business;
 - ✓ the best possible quality support to business activities established with its trading partners.

In this framework B&C Speakers has:

- drawn up the specific Risk Assessment and Applicability Declaration documents, which take into consideration the possible risks and the related impact damages on services offered and company business;
- drafted an Environmental Analysis Report and an Environmental Impact Assessment to provide a snapshot of the initial situation and the environmental risks associated with the business;
- implemented control and improvement actions aimed at reducing the risk and containing it within defined acceptable values.

Improvement requires everyone's involvement and participation and is based on the following topics:

1. The Company depends on its customers, therefore must understand their current and future needs, in order to satisfy their requests, and commits to anticipating their expectations.
2. The Company undertakes to comply with applicable legislation and regulations on health and safety at work, environmental matters and all other requirements subscribed by the organization related to its identified dangers, as well as with the requirements of the Information Security Management System and applicable regulations;
3. The Company is committed to identify all health and environmental hazards deriving from work activities and to evaluate the related risks for all interested parties, also involving and consulting workers and their safety representatives.
4. Taking care of the awareness, training, involvement and updating of the company staff are fundamental pre-conditions for the continuous improvement of the service offered to the customer and for the promotion of a culture aimed at protecting the environment, reducing pollution, maintaining health and safety in the workplace and protecting the information security.
5. The application of the activities envisaged by the Integrated Quality, Safety, Information Security and Environment Management System is the tool to effectively achieve this involvement and contribute to improving of the product, service and performance relating to health and safety, information security and environmental performance.
6. As part of these activities, as at any working moment, ideas and improvement proposals must be favored.
7. Each Manager has the task of coordinating his partners, steering them towards continuous improvement.
8. Quality is doing right things since the first time. This involves a greater initial commitment, but allows you to recover resources and reduce wastes of time and energy.
9. Each employee is included in a "Customer / Supplier" relationship within the Company. As a "Customer" he must therefore cooperate in order to improve the service of his "Supplier"; as a "Supplier" he must provide the best possible service to his "Customer", thus determining the satisfaction of his needs.
10. The Management periodically defines an Integrated Management System Performance Plan, specifying the general and individual corporate goals, complying with this Policy and with the constant commitment to the prevention of accidents, occupational diseases, information security accidents and of environmental accidents.

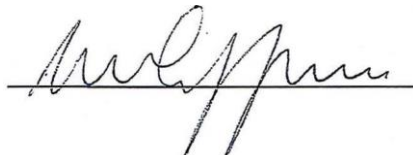
11. The Performance Plan, in all its parts, represents a priority element, both for the Management and for all managers, who therefore ensure a constant personal commitment to supporting the Plan and checking its progress. The Management also undertakes to provide the necessary human and instrumental resources.
12. The Company Suppliers must be involved in the Improvement program: actually they are a link in the production chain.
13. Information security is promoted and sponsored as a part of project management, regardless of the type of project.

The Management intends to double-check every year, during the Management Review, the validity of this Policy and to make it available and accessible to all staff and interested parties, defining and disseminating, also within the company, the goals and related implementation programs.

Responsibility in managing Quality, Safety and Health at Work, Information Security and the Environment involves the entire company organization, from the Employer up to every worker, each of them according to their own attributions and competences.

The Company Management is confident that it can count on the active and complete participation of all staff to achieve its goals.

La Direzione di B&C Speakers

A handwritten signature in black ink, written over a horizontal line. The signature is cursive and appears to be 'M. P. P.'.