

Marina di Portisco S.p.A. Policy

Quality – Environment – Safety in the workplace – Social Responsibility

The mission and the objectives of Marina di Portisco S.p.A.

Marina di Portisco S.p.A., is a limited shares company, 100% owned by the Government Agency for inward investment promotion and business development (Invitalia S.p.A.).

Marina di Portisco S.p.A., promotes the tourist potential of the “Marina di Portisco” port and contributes to the development of the surrounding area, interacting in an organic and systemic manner with the vast array of stakeholders (clients, suppliers, local authorities, private citizens, professionals, employees, etc.). It contributes to the objectives of the parent company by means of corporate enhancement, experimentation, modelling and the transfer of “best practices” which it implements through its own Integrated Organisational Model.

The Company also contributes to the consolidation and qualification of local small and medium-sized companies, in particular of the Local Tourist System for North-east Sardinia, and more in general of the Island. It supports the autonomous region of Sardinia and the local authorities in implementing the management of local development programs, focusing in particular on ports and nautical tourism.

In line with the parent company’s mission, **Marina di Portisco S.p.A.** aims to modernise the traditional values of nautical tourism. It contributes to reinforce and relaunch the image of Italian nautical tourism on international markets, characterising the development of tourist ports in a modern, sustainable and innovative manner. This relaunch is one of the financial political elements which contribute to the strategic plan to enhance the global offer of the country in order to attract new and more significant national and international tourist flows, by promoting and safeguarding local territories and the natural and landscape beauty of coastal resorts and inland tourist destinations, together with art and culture.

Quality Policy

In order to ensure its mission, Marina di Portisco considers it necessary to consolidate and enhance the positive image of the Organisation and of all its collaborators, promoting the following organisational and behavioural values of reference:

- Appropriateness: operating consistently with the requirements of the context of reference;
- Reliability: ensuring performances suitable for requirements over time;

- Self-evaluation: accumulating work experiences, successes and mistakes, evaluating strengths and weaknesses over time in order to constantly improve;
- Collaboration and sharing: sharing problems and successes at all levels, creating relationships of trust and empathy among and between working groups;
- Fairness and transparency: operating with loyalty and according to the principles of the Code of Ethics, of the rules and behavioural principles suitable to satisfy customers' requirements;
- Empathy: actively understanding customers' needs and expectations, paying the utmost attention to their satisfaction;
- Commitment towards innovation: constantly developing research and innovation of services, encouraging the growth of staff awareness and skills;
- Sense of Belonging: encouraging sharing of the mission and of the strategic objectives by Marina collaborators, maximising the sense of belonging to the Organisation in all circumstances;
- Sense of Responsibility: efficiently pursuing expected results, taking care of problems and difficulties, including those of others, complying with corporate values;
- Development of the self and of others: aiming for personal cultural/professional growth and fostering the development of collaborators and of the Company as a whole;

Environment, Safety in the Workplace and Social Responsibility

The Management and the staff are committed to:

- Complying with all laws and regulations in force which concern the protection of the environment and Health and Safety in the Workplace;
- Ensuring compliance with the national legislation in force, with international instruments and their interpretation concerning child labour, forced labour, freedom of association, discrimination, adoption of disciplinary procedures, compliance with working hours and pay, particularly as concerns regulations laid down by the SA8000:2014 standard;
- Preventing pollution and safeguarding natural resources, improving environmental performance over time;
- Creating a healthy and safe environment for users of the Marina and for other visitors to the port area, ensuring protection against incidents and accidents and guaranteeing effective emergency management;

- Involving stakeholders over whom it may have a direct influence in relation to the conformity aspects of SA8000 (Social Responsibility) and for the protection of the environment and the territory.

In order to consolidate the opportunities to establish its mission, Marina di Portisco has decided to implement an Integrated Organisational Model:

- Suitable to generate a systemic overview of activities, endorsing organisational skills in line with the evolution of the role in the territory;
- Consistent with requirements, as it is appropriate, when correctly implemented, to favour the principles of efficient management and effectiveness towards customers and constant improvement.

The Integrated Organisational Model is structured in conformity with the international ISO 9001, ISO 14001, OHSAS 18001, SA8000 standards and with the requirements of L. Decree 231/01 concerning corporate administrative liability and of Law 190/12 on prevention and sanctioning corruption and unlawfulness in the public administration.

The Management confirms its commitment towards maintaining and improving the chosen model, taking measures to generate a virtuous path of constant organisational improvement, including by maintaining the model's certification by a nationally accredited body over time.

Specifically, the Management is responsible for

- Defining the resources and structures required for an effective model management;
- Determining the improvement objectives and their indicators, periodically examining results and defining systemic improvement actions;
- Disseminating and sharing the Model's principles and objectives.

Finally, the corporate policy considers important to safeguard customers and all stakeholders against any possible corporate strict liability in the administrative sector, envisaged by Legislative Decree no 231/01 and subsequent additions and amendments, and in matters of bribery and corruption pursuant to Law 190/12 and subsequent additions and amendments.

Marina di Portisco, 30/10/2015

Marina di Portisco Spa
The Management