



POLICY

HEALTH AND SAFETY AT WORK

Top Management, considering the context in which the Company operates, its economic, environmental and social impacts, guided by the principles articulated in its **integrity code** concerning **occupational health and safety management processes**, establishes and promotes the following objectives and related actions:

- Comply with applicable laws and obligations;
- Guarantee health and safety at work by identifying and managing potential, direct and indirect risks, eliminating hazards and reducing risks as far as possible, also in relation to gender differences;
- Preventive Assessment through risk analysis of ergonomics at the workplaces, use of machinery and equipment and exposure to dangerous substances. The goal is to eliminate or minimize risks and evaluate the adoption of appropriate control measures;
- Supervisors and Workers Safety Representatives (WSR) involvement in the proper management of identified residual risks and all procedures concerning the health and safety of each worker.
- Provide personal protective equipment to exposed employees in order to minimise residual risks;
- Avoid or reduce the use of dangerous (chemical and/or biological) substances in the workplace;
- The safe use of machinery and its maintenance, reducing the number of accidents and injuries in the workplace;
- Ensure training of personnel on health and safety issues, with specific reference to work procedures for the correct execution of the more dangerous activities;
- Design new products and processes with enhanced attention to their impacts on health and safety;
- Requiring its suppliers and sub-contractors to actively engage in compliance with applicable legal and regulatory requirements related to health and safety at work;
- Record and analyse accidents and incidents occurred at work;
- Emergency preparedness (planning, equipment, escape routes, evacuation procedure, fire safety drill, procedures for incident, accident, injury) along with an efficient system of solutions to face calamities such as fire, flooding, heavy storms, hurricanes (e.g.: smoke alarm, fire exit and lighting, fire extinguishers, flood walls);
- Inform workers about emergency and fire protection procedures and carry out at least one evacuation drill per year;

The Company commits to disseminating the directions and objectives outlined in this policy to all people within the organization, including its suppliers, subcontractors and business partners. This commitment extends to any other subject who acts in any capacity, in name and/or on behalf of the company.

27 November 2023

ALESSANDRO STRADA
Group CEO