



The Company set for itself the priority goal of ensuring balance between its corporate purposes as detailed in its articles of association and the needs to safeguard the health and safety of its staff in the workplace.

The Company wishes to operate ensuring the health and safety of its employees, clients, communities near its plants and third parties in general, preventing accidents and mitigating any damaging effects.

Corporate Management is fully aware that some of the activities carried out are performed in the presence of hazardous substances and following processes that hold the risk of accidents or injuries.

Said risks are currently deemed impossible to eliminate as part of the corporate purposes based on current technological knowledge. On the other hand, the Company pays significant attention to health and safety in the workplace policies both in terms of human and financial resources.

To achieve the desired and possible health and safety goals, also avoiding accidents and injuries, it is necessary for all employees to be fully familiar with the activities carried out and with the hazards connected to them. Therefore, it is necessary to recruit adequately trained personnel, using plants according to high quality and safety standards and operating them according to the criteria of health and safety as primary objectives.

The Company has adopted the principles set out in the UNI ISO 45001:2018 standards, fully aware that the safe operation of a specific plant depends on the general management of the whole.

Therefore, this Safety Management System (SGSSL) is an integral part of the general management system of the Manufacturing Unit.

Thus, the Company develops, issues, revises and implements plans for health and safety such as to ensure that:

- the risk of accidents and injuries, understood as a combination of the probability of occurrence and seriousness of effects, is as small as reasonably possible according to the current status of knowledge and technology;
- there is commitment in pursuing continuous improvement for the safeguard of health and safety, eliminating hazards and reducing risks;
- measures are established to make sure the workplaces are healthy and safe and that all workers are protected against the risk of injury and occupational diseases;
- full respect of the regulations in force on health and safety is ensured at all times along with the other applicable requirements (whether voluntary or not), regulations, specifications and national and international standards;
- the timely updating of the policies on health and safety follows the development of the related legislations and regulations and is promptly adapted to said rules;
- the constant commitment to health and safety is demonstrated both towards the Authorities and the general population;
- plants and their related modifications are designed and operated in such a way to ensure their compatibility with health and safety protection, minimizing the use of resources;
- all employees are informed, trained and educated to operate while fully aware of the potential risks associated with the various activities;
- at every corporate level a proactive approach is promoted so as to ensure sharing of the knowledge and importance of the role that each individual holds;
- the requests of employees and their representatives is kept in consideration;
- secondary products are produced that whenever used, handled, stored, distributed and disposed of according to the corporate regulations allow operating in full safety and ensuring health protection;
- all the European regulations on product safety are met (Reach and CLP) for the products developed and used at the company;
- monitoring procedures are applied and introduced to check that this policy is implemented, also by carrying out periodic audits to check the efficiency and the adequacy of the measures adopted;
- adequate measures are in place to ensure that all Third Parties working on behalf of the Company adopt appropriate conduct, practices and procedures consistent with the principles established in this policy.

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The aforementioned commitments are commensurate to the human, technical and financial resources of the Company and the established objectives are in compliance with said resources.

The policy adopted will undergo periodic review by the Employer that for such purpose is supported by the Manager of the Prevention and Protection Service (RSPP). The policy is reviewed on a yearly basis and subject to further review based on the results achieved and constantly monitored.

This policy is shared with all employees, contractors, suppliers and clients of the Company. It is available to the public and to anyone who may request it.