

<b>COMPANY POLICY FOR OCCUPATIONAL SAFETY AND HEALTH</b>
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The Company management will provide the organizational, instrumental and economic resources required to improve the health and safety of workers at the workplace.

We undertake to treat the security aspects of all existing business activities and future programming as critical to operations.

We also undertake to organize the entire Company structure in such a manner that everyone involved can contribute to achieving the security objectives assigned, according to their individual responsibilities and duties.

The company management undertakes to ensure:

- ⇒ compliance with health and safety at work legislation is a priority;
- ⇒ all hazardous behaviour is prohibited and sanctioned;
- ⇒ consultation with the workforce is ensured, also through the Safety Representative, as regards health and safety at work;
- ⇒ all employees are trained, informed and made aware of their responsibilities to carry out the tasks assigned to them on the matter of safety, with specific reference to their job;
- ⇒ during training, employees are involved, also through the Health and Safety Representative, in the periodic review of programs and their results.
- ⇒ the Company structure contributes towards the achievement of the safety goals assigned, according to their responsibilities and duties;
- ⇒ needs emerging during the course of business are satisfied rapidly and efficiently;
- ⇒ preventive actions and internal investigations in relation to the safety and health of employees are promoted, to reduce the probability of accidents and other non-conformities as far as possible;
- ⇒ the policy and objectives are reviewed periodically with the aim of continuous improvement of safety and health at work.

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Marchetto Pellami S.p.A.

The Management