

WORKPLACE HEALTH AND SAFETY POLICY

Organization and Management Model, rev.02/2020.

Approved and adapted by the Board of Directors with the deliberation of 22/07/2020.

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This document constitutes FRIULSIDER SPA's corporate health and safety policy. It has been drawn up in accordance with its own vision, core values and the company's convictions regarding health and safety in the workplace.

The health and safety policy is the outcome of a process of awareness raising and the assessment of its operations and takes into account the industrial, socio-economic and market context in which FRIULSIDER SPA is situated.

FRIULSIDER SPA has carried out an in-depth analysis of the company's organizational features as well as of the activities it carries out, the company's processes, of the personnel involved and the resources employed; it has also assessed the legislation that is applicable in relation to the nature of the business as well as the company's characteristics.

FRIULSIDER SPA has conducted the assessment of all the risks to health and safety of its personnel in relation to their activity, also in the light of the history of events, which have occurred, such as emergencies, accidents, injuries and occupational illnesses.

In 2020 following the spread on the national territory of the Covid-19 epidemic (also known as Coronavirus) and in compliance with the provisions of art. 2 of the Decree of the President of the Council of Ministers of 26 April 2020 and in accordance with the Memorandum of Understanding signed between the Government and the Social Partners on 14 March 2020, subsequently amended by them on 24 April 2020, which constitutes Annex no. 6 of the aforementioned Decree, the company has adopted a Safety Protocol whose prescriptions and procedures are aimed at preventing the risk of contagion from Covid-19 in the workplace.

In consideration of the above, FRIULSIDER SPA has committed itself to pursuing the goal of constant improvement and to maintaining the health and safety conditions at work by making available all human, instrumental and economic resources needed.

In particular the company is committed to:

- **Compliance** – to fully comply with all applicable legislation on health and workplace safety, labour relations, tenders and contractual matters in general, working in full and constant compliance with the legislation in force, the contractual commitments entered into, trade union agreements as well as with indications and orders received from the competent Authorities;
- **Protection** - to protect the health and safety of workers, as priority corporate values, by making available all the necessary economic, organizational and technological resources;

- **Prevention** – to always work with a view to preventing, with the aim of reducing the occurrence and severity of accidents and the onset of occupational illnesses of workers engaged in activities, by analysing the most representative data and with the greatest impact on the process feedback system in order to enact actions aimed at improving the effectiveness and efficiency of health and safety management at work;
- **Planning** – to plan interventions for the constant improvement of working conditions, over time and in a timely manner, making a commitment to the definition, documentation, dissemination, implementation and control of the goals and interventions, with respect to which the principles of this policy constitute its reference framework;
- **Implementation** – to promptly implement the measures that are deemed necessary for reducing risks to a minimum;
- **Verification** – to periodically verify the measures taken and update them whenever necessary, also on the basis of the results regarding the achievement of the objectives, by verifying the performance of the system, through periodical internal audits as well as the Supervisory Board's reports,
- **Adequacy** – to reassess the Policy as well as the Organization, Management and Control Model, on the occasion of the periodical re-examinations in order to ensure that they constantly well-suited to the company's activities.
- **Awareness** – to launch continuous professional training and dissemination policies aimed at developing appropriate skills and generating full awareness that the responsibility for managing the organization's safety and health at work is entrusted to all people involved at various business levels, each in accordance with his/her responsibilities and competences;
- **Culture** - to become an advocate by communicating this policy to all parties involved and inserting specific contractual clauses, and referring if necessary to the Supervisory Boards, of a culture of security and respect for legality in any activity carried out;
- **Effectiveness** – to comply with the Policy and ensure that all stakeholders comply with it.

FRIULSIDER SPA makes this intention known, disseminates it to all its stakeholders and pledges to ensure that the aforementioned objective remains a constant, integral and essential part of its own business activities.

FRIULSIDER SPA has implemented this Policy starting from the definition of new activities or in the revisions of the existing ones, so that all aspects impacting upon health and safety are essential

conditions for every choice and activity, from the identification of the technical-structural standards of applicable laws to the planning of the interventions that are necessary for verifying their compliance.

To this end, all stakeholders, as soon as they have been informed and made aware, are requested to perform their own activities in compliance with the rules and regulations as also to work, in accordance with their responsibilities and competences, to attain the objective of the Health and Safety Policy safety.

FRIULSIDER SPA provides for an attribution of functions that ensures the technical expertise and the powers required for risk verification, assessment, management and control, as well as a suitable disciplinary system that is able to sanction any non-compliance and any conduct that is inconsistent with the company's Policy.