

Company Health and Safety Policy

(Decree-Law No. 81/08, Art. 2, Par. 1.Dd)

"Safety and health at the workplace are a commitment for everyone, demonstrated not only in the observance of safe and correct behaviour in carrying out their work, but also in constantly creating the most suitable conditions for this to happen."

The **Employer** of this company reminds all workers that he is personally committed to ensuring the personal safety and health of every worker.

To achieve this goal, the prevention of health and safety risks at Alfamation S.p.A. are organized in such a way as to be an integral part of each step of the workflow.

All Workers are reminded that they must scrupulously comply with the established and communicated Safety Directives and that they must refrain from carrying out actions that may involve a risk of damage to persons or property. Workers are also invited to report any dangerous situation and any machine or plant that is not safe to their direct supervisor.

The Employer asks all its Collaborators in this Company to commit to implementing everything that is necessary to prevent health and safety risks in accordance with the Assigned Duties and Skills. The Employer commits to ensuring the availability of all the resources needed to achieve this goal and to periodically verifying the extent to which Managers, Supervisors and Employees adhere to this commitment, identifying any non-conformities and activating possible corrective actions.

The Employer is committed to ensuring that all operations are carried out in compliance with the highest levels of safety by providing the necessary resources to enhance the facilities and to train all employees.

All Workers are invited to share any suggestions that may help improve risk prevention to the SPP Manager of this Company or through the RLS.

This policy is an essential reference point for all those who take part in the company's life and for all the external stakeholders who are related to the company.

This policy expresses the company's mission regarding health and safety in the workplace, from which goals and programs for continuous improvement derive.

The Employer, in collaboration with RSPP, RLS and the Competent Medical Doctor, has arranged and formalized a document stating the company's commitment to ensuring the safety and health of its employees based on the applicable laws, the risks associated with the work activity, the accidents that have occurred or have been missed, in order to promote a culture of safety and to protect the health of all the attending personnel, continuously monitoring the System to ensure that it is in line with the set goals.

This document has been prepared in a manner appropriate to the reality and needs of the company and may be amended during future reviews of the System.

The Employer shall make this document available to all subjects of the Company, making every effort to ensure that:

- Safety is a key element of all activities - from the definition step of new activities to the review of existing ones.
- All workers are trained, informed and made aware that they should perform their duties in a safely manner and take responsibility for Health and Safety at Work.
- All company members participate – each one to the extent of their roles and skills - in the achievement of their assigned safety goals, so that all applicable laws and regulations are complied with, procedures are designed, and the identified company goals are fulfilled.
- Workplaces, operating methods and organisational aspects are implemented in such a way as to safeguard the health of workers, company assets, third parties and the community with which the Company operates
- Information on company risks is circulated to all workers and their training is performed and updated with specific reference to the task carried out.
- Any emerging needs during work are addressed with speed, efficiency and diligence.
- Cooperation between the various company resources and collaboration with the external bodies in charge is promoted.
- Any activity is also managed with a view to preventing accidents, injuries and work-related illnesses.

Lissone, 20 February 2020

Tha Management

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