

Milano, January 7th, 2025

from: Management

to: All Employees

Subject: Health and Safety Policy in the Workplace

melchioni s.p.a., in accordance with its guiding principle of contributing to the development of social well-being, aims to apply and enhance the principles of ethics and sustainability within its business activities, creating value not only for its shareholders but for the entire community of reference, which includes Employees, Users, Customers, Suppliers, Business Partners, and Public Administration.

The Company is committed to ensuring the safety of its employees, its customers, those living near its facilities, and third parties in general by preventing accidents and mitigating any harmful effects.

In line with the Sustainable Development Goals (SDGs) defined by the United Nations, Management operates with a responsible industrial and commercial approach, both economically and ethically, generating value and sustainable growth. To this end, in collaboration with all workers and their representatives, the company is committed to promoting health and safety in the workplace among its colleagues, customers, and stakeholders, raising awareness of the risks generated by its activities, and fostering responsible behavior.

For this reason, **melchioni S.p.A.** accepts and embraces the contents of Legislative Decree 81/08 and has implemented an Occupational Health and Safety Management System, integrated with an Environmental Management System, structured in accordance with the ISO 45001 standard, which is an integral part of its operational and production activities carried out at its facilities and at client sites.

Achieving these objectives requires the development, issuance, review, and implementation of safety plans for its employees, ensuring:

- Compliance with all applicable laws and regulations regarding health and safety in the workplace.
- Engagement of risk prevention and protection personnel in meetings, internal audits, inspections, and training activities for health and safety prevention.
- Provision of safe and comfortable work environments and technologically advanced work tools.
- High-quality training and promotion of lifelong learning opportunities for all.
- Accountability of all personnel, each according to their role and competencies, in effectively implementing a Health and Safety Management System.
- Identification of potential risk and emergency situations and planning responses, considering the needs of stakeholders.

- Elimination of hazards and reduction of risks generated by all business activities, including support activities.
- Improvement of communication processes with employees, contractors, and other stakeholders to enhance the effectiveness of the Health and Safety Management System.
- Availability of adequate human, instrumental, and economic resources necessary for maintaining and improving the Management System.

Management of **melchioni S.p.A.**, with its competencies and in collaboration with all personnel, commits to:

- ✓ Providing individuals with the opportunity to realize their potential by creating a meritocratic and safe work environment.
- ✓ Disseminating the Health and Safety Policy in the Workplace to all internal personnel, collaborators, customers, and stakeholders.
- ✓ Informing, training, and educating all personnel on prevention and protection of their own and others' safety during work activities.
- ✓ Raising awareness of risks and promoting responsible behavior among all company collaborators and those of third-party companies.
- ✓ Improving methods for recording, monitoring, and preventing near misses, incidents, and injuries.
- ✓ Constantly enhancing communication with customers, employees, and all stakeholders.
- ✓ Continuously monitoring the performance of suppliers with impacts on the health and safety of its collaborators.
- ✓ Monitoring and evaluating the effectiveness of adopted measures, adapting them to changes in working conditions or regulatory developments.
- ✓ Promoting a corporate culture that supports values such as respect for safety, well-being, and ethics through concrete awareness-raising and communication actions.

Management is committed to providing the resources to eliminate hazards and reduce risks arising from activities undertaken in relation to the human, technical, and economic capacities of **melchioni S.p.A.**

The implementation of this Health and Safety Policy and the verification of the achievement of the set objectives will be systematically reviewed at least annually and whenever contingent needs make it necessary.

Mario Melchioni
President

