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## OCCUPATIONAL HEALTH AND SAFETY POLICY

This document applies to both company offices, located in Fano Via Einaudi n. 20/C and in Ravenna Vicolo Tacchini n. 39, as well as to any activity carried out at the clients' premises.

The implementation of the OH&SMS has always been part of the Company Policy, in accordance with ISO 45001:2018.

This document aims to formalize the usual OH&S Policy and to confirm the undertaken commitments:

- To preserve the health and safety of the personnel and of third parties accessing the workplace;
- To abide by all local and national applicable standards and regulations;
- To reduce constantly the possible risks, accidents or illnesses related to the activities carried out at the workplace, in order to improve the system ceaselessly through the achievement of the pre-set objectives;
- To reduce hazards by eliminating their possible causes or by finding alternative and less dangerous solutions;
- To reduce risk exposure by limiting the number of personnel involved and by encouraging the use of Personal Protection Equipment (PPE);
- To invest in health monitoring in order to define the psychophysical characteristics of the personnel working on the construction sites;
- To invest in training of the personnel exposed to hazards;
- To improve the training system;
- To invest in ergonomic workstations;
- To ensure efficiency of both internal and external emergency management;
- To encourage full participation of workers and their representative in implementation of the Occupational Health and Safety Management System and relative goals, also through different forms of consultation provided by the System;
- To verify the degree of compliance of its suppliers and outsourcers with regard to health and safety in the workplace;
- To involve the personnel, the customers, the contractors and the site visitors in detecting non-conformities, sources of risks or hazards and any other issue related to the Safety at work;
- To require a responsible behaviour from the company collaborators and consultants;
- To recognize that the use of alcohol, drugs and other similar substances by workers adversely affects the efficiency of their performance and can have harmful consequences for themselves, on safety, efficiency and productivity;



- To prohibit the consumption of alcohol or other psychotropic substances during the work activities (unless prescribed by a doctor) and discourage the consumption even outside of work;
- To prohibit and punish through appropriate disciplinary action the use, possession or sale of illegal drugs or substances subject to control and not prescribed by a doctor in the premises of the Organization.

Fano, 09/05/2024

Senior Management for approval