

## HEALTH AND SAFETY POLICY

according to the requirements of the ISO 45001:2018 standards

Whereas protection of health and safety at work is an essential aim to reach and constantly improve, TESEO spa with this document intends to:

- express its willingness to reconcile the needs of economic development and value creation with the protection of health and safety at work;
- explain the company guidelines for the above protection;
- share with stakeholders (employees, suppliers, trade associations, government, society, etc.) its management principles;
- facilitate the consultation and participation of the workers and their representatives, with the awareness that their active role is crucial for the achievement of the objectives set;
- provide the reference for implementing, documenting and maintaining a solid, credible and reliable safety management System, which complies with UNI ISO 45001 standards and by an accredited body.

This aim is realized in the following management principles:

- to respect integrally the current legislation (including any other prescription signed by the company), the relevant regulation and the company safety procedures;
- to use tools and materials that are compliant with the current safety legislation;
- to provide security at work, trying to eliminate the risks since the first assessment of the production plant, investments in new facilities or changes in the working environment;
- to promote and pursue, in all the company activities, the improvement of performances and results relate to safety;
- to prevent and correct any dangerous situation, promoting the reporting and implementing systematically the analysis of the causes and possible remedies;
- to spread a culture for the implementation of safe forms of behaviour, with a constant awareness raising in the company;
- to develop on all the business levels professional competences and commitment to operate in compliance with prevention and protection procedures, through training and information;
- to operate for the achievement of the awareness that the safety responsibility is entrusted to all employees according to their own competencies;
- to promote the consultation and participation of the employees and their representatives in the main processes of the management System, with special regard to the safety prevention and the continuous improvement;
- to facilitate the participation of the employees and their representatives in the risk assessment, the prevention and protection measures, the training and information programmes, the communication process, the emergency preparedness and response, in accordance with the legal and management rules;

- to involve external companies working for TESEO in the protection of health and safety at work, in particular by communicating policy and aims, and cooperating and coordinating at all stages of the contractual relationship;
- to pursue a reasonable and constant increase in safety performance and the resulting levels of physical and intellectual well-being of workers, through a targeted work organisation and the provision of adequate economic, human and technological resources;
- to conduct periodic safety audits and inspections, monitoring operational activities, training and information documentation, risk assessment and prevention plans;
- to verify continuously the safety management, through an analysis of the results obtained and the revision of the above principles and management System;

The current Policy is oriented towards prevention of accidents and diseases at work and it represents the guide for the continuous improvement of safety performance and related management System (including research into the continuous updating of technologies used and best scientific knowledge); it is also the reference framework for the definition and review of safety objectives.

These objectives take into account the findings in the Risk Assessment Document and, as described in the Management System, are reported in the Business Improvement Plans.

TESEO is committed in the implementation of the safety Policy principles and objectives that derive from them and for this purpose the business provides the facility and resources needed. The Security Policy also has a role as a corporate communication document; to give it maximum circulation, the above mentioned document is displayed on the company boards, so that everyone is aware of their obligation about health and safety at work.

To ensure its continued adequacy and effectiveness, the Policy is periodically reviewed and revised—as a rule in the context of the review from the Management—so as to incorporate the new intentions of the Management and/or the changes made.

## THE MANAGEMENT

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