

POLICY ON HEALTH AND SAFETY AT WORK

ITLA Bonaiti Group's Management is conscious that the creation of value, pursued through prosperous and socially responsible growth, is promoted by the people who work within the organization, to whom the highest forms of respect and individual protection must be granted. Thanks to their work, these people contribute to enrich our corporate culture and improve our financial results; for this reason, no other company's resource is more important. Physical integrity, health protection, the guarantee of a safe and healthy workplace are our key values. These sustainability aspects are an integral part of the Group's management and a prerequisite for all operational decisions and activities. For the pursuit of these values and goals the following Principles and Commitments are set for all the Group's units:

PRINCIPLES

- The Group's employees, with their well-being and psycho-physical integrity, are the most precious resource.
- ITL A Bonaiti Group intends to adopt safe and healthy working conditions.
- Safety and safeguard of the individuals and collective health have the highest priority in all our actions and are considered to be an essential objective to be achieved and constantly improved.
- Our processes, products, plants, materials, suppliers are defined, realized and maintained in compliance with the principles of safety and health protections for all the parties involved.
- Our Code of Ethics, the current legislation and the good practice standards are the guidelines adopted to guarantee the safety of the workplace and health protection.
- It is a duty for us all to operate safely and in compliance with all directives, guaranteeing that they are well understood.
- In addition to investments in technology and services, training in health and safety matters and intervening on the human factor are fundamental to develop awareness in all the interested parties and ensure their involvement.

COMMITMENTS

The Management is committed to adopt, implement and apply a safety management system according to UNI EN ISO 45001 to improve the performance in terms of health and safety and to:

- Ensure compliance with current health and safety regulations and the application of the most advanced national and international applicable standards; the verification of the compliance shall follow by means of voluntary and periodic checks made by third parties.

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- Protect workers by promoting initiatives inspired by the logic of continuous improvement on processes, installations and systems, with particular attention to aspects of ergonomics and hygiene at work.
- Continuously improve the company performances, throughout scheduled audits, constant monitoring of the risks and opportunities in the field of health, safety and well-being at work.
- Define and implement action plans inspired by a logic of prevention, directly related to the Policy, with specific, measurable and identified objectives over time.
- Periodically check the application of the actions taken and their effectiveness, establishing specific responsibilities.
- Analyze the dangers inherent in all the activities carried out in order to identify and evaluate the consequent risks and take the necessary measures for their management.
- Provide safety in the workplace, eliminating the risks from the moment you evaluate the production site, invest in new equipment or make changes to the working place.
- Adopt high performance PPE and work clothes, able to guarantee maximum protection for workers, allowing them to perform their duties in the best possible way.
- Minimize the use of dangerous substances that will be handled, stored and managed with the utmost attention.
- Promote coherent awareness, information, education and training actions, aimed at establishing a specific general health and safety culture.
- Involve and consult workers, including through their representatives, encouraging the participation and collaboration of all the interested parties, in the awareness that their active contribution is decisive for achieving the objectives.
- Ensure the involvement of all people working in the Group or on its behalf, including contractors and suppliers, in compliance with this Policy and in cooperation for improvement.
- Define a specific organization for the implementation of health and safety objectives, while ensuring the founding role of the Management.

The Management of the ITLA Bonaiti Group undertakes to review, at least annually, this Policy, to circulate it and to communicate it to all interested parties. The CEO is responsible for its implementation.

Oggiono, September 2, 2024

Giandionigi Ghislanzoni
CEO

