

Milan, April 3rd, 2023

from: Management

at: all interested People

Object: Safety Policy

melchioni s.p.a., in line with its guiding principle of contributing to the development of social well-being, has the priority objective of safeguarding the health and safety of the people involved in its processes. The Company is committed to ensuring the safety of its employees, customers, residents near its facilities, and third parties in general, by preventing accidents and mitigating their potential harmful effects.

The Management operates with a responsible industrial and commercial approach from both economic and ethical perspectives, generating value and sustainable growth. To achieve this, in collaboration with all employees and their representatives, the Company is committed to promoting health and safety in workplaces among colleagues, customers, and all stakeholders. This involves raising awareness of the risks generated by its activities and promoting responsible behaviors.

For this reason **melchioni s.p.a.** accepts and makes its own the contents of Legislative Decree 81/08 and proposes to implement an Occupational Health and Safety Management System, integrated with an Environmental Management System, structured in accordance with ISO 45001: 2018. This system is an integral part of the operational and productive activities carried out at its sites and at Customers' premises.

Pursuing these objectives requires developing, issuing, revising, and implementing plans for the safety of its employees, including:

- to operate in compliance with all laws and regulations regarding health and safety in workplace;
- to promote the involvement of those responsible for risk prevention and protection, in meetings, internal audits, inspections and training activities for health and safety prevention;
- to make safe and comfortable work environments and work tools with an adequate degree of technological innovation available to all staff;
- to ensure quality training and to promote continuous learning opportunities for all;
- to make all personnel responsible, each according to their duties and competencies, for the effective implementation of the Health and Safety Management System;
- to identify potential risk and emergency situations and plan responses, taking into account the needs of stakeholders;

- to eliminate hazards and reduce risks generated by all business activities, including support activities;
- to improve communication processes with employees, contractors and other stakeholders to increase the effectiveness of the Health and Safety Management System;
- to ensure the availability of suitable human, instrumental and economic resources necessary for the maintenance and improvement of the Management System.

The Management of **melchioni s.p.a.**, with its skills and in collaboration with all personnel, commits to:

- ✓ Ensuring people with the opportunity to realize their potential by creating a meritocratic and safe working environment.
- ✓ Allocating resources to establish, implement, maintain, and improve the Health and Safety Management System.
- ✓ Clearly defining tasks and responsibilities within the Organization.
- ✓ Disseminating the Health and Safety Policy to all internal staff, collaborators, customers, and stakeholders.
- ✓ Informing, training, and instructing all personnel on prevention and protection of their own and others' safety during work activities.
- ✓ Raising awareness of risks and promoting responsible behaviors among all company employees and those of third-party companies.
- ✓ Improving methodologies for recording, monitoring, and preventing near misses, incidents, and accidents.
- ✓ Constantly improving communication with customers, employees, and all stakeholders.
- ✓ Continuously monitoring the performance of suppliers that impact the health and safety of their employees.

The Management undertakes to eliminate the dangers and reduce the risks deriving from the activities carried out in relation to the human, technical and economic capabilities of **melchioni s.p.a.**

The implementation of this 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

