

# GEFRAN GROUP HEALTH, SAFETY & ENVIRONMENT POLICY

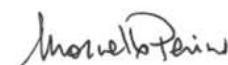
Gefran considers the protection of employees' safety, health and well-being and of the environment to be key values in organising its activities, in order to create added value for all the Group's internal and external stakeholders.

To this end, all Group companies undertake to comply with the following guidelines:

- Manage its environmental and occupational health and safety activities in compliance with the applicable legislation, in accordance with the highest international management standards and on the basis of the principle of ongoing improvement.
- Identify the risks associated with work in the company, assess the potential risk to health and safety that they represent, and eliminate them through appropriate preventive measures, or where this is not possible minimise them by adopting collective and individual protection and prevention systems.
- Develop and implement emergency management plans to prevent and avoid injury to people and damage to the environment in the event of an accident.
- Empower, train and motivate its employees on how to work in a safe and environmentally friendly manner, involving all levels of the organisation in ongoing instruction and information programmes aimed at promoting a culture of occupational safety and respect for the environment.
- Ensure that responsibilities and procedures relating to health, safety and environment are properly updated, expressly communicated and clearly understood.
- Optimise consumption of energy resources and raw materials and prevent pollution by identifying, monitoring and reducing the environmental impact of its processes and products.
- Manage its supply chain responsibly, emphasising compliance with health, safety and environmental standards in supplier selection criteria and highlighting this in contractual provisions and review criteria.
- Require its suppliers to implement a management model similar to that of the Gefran Group, complying with international environmental regulations, occupational health and safety standards and legislation in the countries where they operate.

Provaglio d'Iseo, 28 January 2021

The Chief Executive Officer  
Marcello Perini



This Policy is made public, available and distributed to all Group Companies.