

salvagnini

**INTEGRATED
HEALTH, SAFETY
AND ENVIRONMENT
POLICY**





In a complex and increasingly rapidly developing context, marked by great global challenges, Salvagnini believes in a sustainable future and is committed to the continuous improvement of its ESG (Environment, Social, Governance) performance.

For Salvagnini, safe, healthy working conditions for its employees, and careful environmental protection and management, are the pillars of a business strategy in line with the principles of Sustainability and Social Responsibility.

Underlying this strategy is the company's firm commitment to fully complying with the legislation in force relating to Occupational Health and Safety and the Environment.

GUIDING PRINCIPLES FOR OCCUPATIONAL HEALTH AND SAFETY

Salvagnini's primary objective is to ensure a **safe, healthy work environment** and **protection from occupational diseases and injuries**, through:

- the correct identification of hazards and the assessment of risks and opportunities;
- appropriate training and information to workers on Occupational Health and Safety;
- effective, structured prevention activities, also involving workers;
- the definition of action plans and the implementation of processes to eliminate hazards, reduce risks and continuously improve performance;
- the allocation of adequate economic resources.

The company is also committed to producing and selling products that comply with the reference laws, guaranteeing user safety, and devotes research and development to the continuous improvement of safety equipment and the performance of Salvagnini machinery and systems.



GUIDING PRINCIPLES FOR THE ENVIRONMENT

Salvagnini's commitment to the safeguarding and protection of the Environment is based on three principles:

1

Preventing pollution

Salvagnini assesses the risks related to its operations, overseeing and monitoring activities which may have negative environmental impacts, and implementing procedures, best practices and training to prevent incidents which could produce environmental pollution, always respecting the needs of stakeholders.

2

Sustainable use of resources

The company is committed to the efficient use of resources in its production processes, particularly regarding energy, water use and waste production. Salvagnini continues to improve the performance of its products, through research into innovative solutions that can reduce the environmental impact of the life cycle of its products.

3

Mitigation of climate change

The company is committed to monitoring the climate-changing emissions linked to its activities, aiming to define company strategies for their reduction.



GUIDING PRINCIPLES FOR MANAGEMENT

The company manages its Safety, Health and Environment aspects responsibly, using the Management System, aiming to comply with the provisions of the ISO 45001 and ISO 14001 standards.

The implementation, maintenance and improvement of the System is the responsibility of the whole company organization, and everyone contributes according to their own function, role and responsibility.

In this respect, Salvagnini's commitment covers the following areas:

1

Analysis of the context

The periodic analysis of the context in which the company operates, so as to understand the needs and expectations of workers and other stakeholders, and define the relevant internal and external organizational factors for, and possibly affecting, the achievement of its strategic objectives.

In the context of risk management, factors are analyzed so as to plan appropriate improvement actions and comply with the conformity obligations and voluntary requirements that arise from the context.

2

Resources

The availability of the economic, human and technological resources required to develop and improve the Management Systems, to ensure they are in line with the company's growth strategies and suited to the size and context of the organization, as well as the specific nature of its risks.

The company will ensure high visibility and accessibility to this document in all the appropriate ways.

3

Objectives and Indicators

The identification of clear, measurable objectives that are consistent with this policy, the definition and implementation of effective action plans in order to achieve them.

The periodic monitoring of the performance of the System with specific indicators, in order to check the achievement of these objectives and identify opportunities for improvement.



4

Continuous improvement

The management of Safety, Health and Environment aspects with a view to continuous improvement.

5

Information and involvement of workers

Information and training for all workers, as a fundamental tool for communicating the principles expressed in this policy and the related methods of application.

The improvement of involvement methods and the launching of consultation activities targeting workers and their representatives so that, in the light of their own roles and responsibility, they are able to adopt them in the management and operational processes they are involved in and actively participate in the growth of the management system with comments and proposals for improvement.

6

Stakeholder involvement

The dissemination of a Safety and Environment culture through the network outside the company, in order to reduce risks and improve performance.

Francesco Scarpari

President and CEO

