

## **Policy for Health and Safety at Work and the Environment**

Calzavara has always been committed, wherever possible, to improving quality of life in relation to the growth of social awareness related to health, safety, environment and the evolution of their legislation. This document highlights the guidelines of company policy with regard to the aforementioned themes; guidelines to all other business functions will follow.

In particular, Calzavara wishes to emphasize its commitment to:

1. promoting the improvement of environmental and health and safety at work performance, ensuring full compliance with laws and regulations;
2. training staff so that they are able to identify, report, and minimize the risks and the possibility of accidents and occupational diseases arising from business activities, promoting at every level a widespread sense of attention to these aspects;
3. training staff so that they are able to identify and reduce impacts on the environment due to business activities and prevent pollution derived therefrom, promoting at every level a widespread sense of responsibility towards the environment;
4. respecting, during the design, purchase, installation, commissioning of new production methods and/or systems, prevention requirements provided for under the applicable legislation, in addition to the most up-to-date technical regulations (CEI, UNI, etc.), and product directives;
5. undertaking a preliminary assessment of all the risks to humans and/or the environment arising from the introduction of new activities, technologies, special equipment, production processes and chemical products;
6. designing and creating any modifications or new activities in order to take into account their interactions with the environment, within the local context, in order to monitor and minimize impacts and those aspects related to safety;
7. ensuring, in the use of means of production and in the management of the facilities and special equipment:
  - a. the maintenance over time of working conditions and safety levels, in addition to their constant adaptation to changes in regulations and/or technology;
  - b. the correct use of the means and of the systems themselves through constant informing, training and supervising of workers by officers using, where necessary, disciplinary measures against defaulters;
8. guaranteeing the execution of the periodic preventive health checks provided for by law for employees exposed to specific risks, under the responsibility of the Medical Officer;
9. guaranteeing the allocation and effective use of personal protective equipment, where necessary;

10. ensuring the preservation of company assets from fire hazards, through appropriate preventative action on the technical and human factors, the organization and training of emergency teams and the provision of corporate procedures provided for by law in cases of emergency (first aid, fire, evacuation of personnel);

11. optimizing the use of natural resources through a rational and efficient use of energy resources, raw materials and the use of the best available technologies at economically sustainable costs;

12. ensuring the systematic assessment of the environmental and safety performance through the implementation of a monitoring system, on the basis of implementing actions for continuous improvement.

All company departments must consider this policy to be integrated into their own activities and must collaborate, each within their own competence, in those actions deemed essential for proper management of prevention problems in terms of organization.

Correct prevention work by all, each within their respective functions and responsibilities, in addition to a moral obligation and the need to safeguard the company's image, is necessary in order to comply with the precise sanctioned legal provisions (including criminal), and can translate into opportunities for improving business performance.

We are confident in the commitment and participation of all in the practical application of the principles listed above in the daily activities within Calzavara.

The General Manager

*Andrea Pupil*