

OCCUPATIONAL HEALTH AND SAFETY POLICY

General

In order to guarantee health and safety in its own activities and working environments, Varem S.p.A.'s Management has implemented and consolidated within the company the Management System for Health and Safety at Work SGSL Lavoro Sicuro (Safe Work), integrating it with its own Quality Management System and Environmental Management System, thus providing its organisation with the necessary skills for project, technical, operational, and organisational planning at all levels.

In order to implement and maintain its objectives, Varem S.p.A. identifies the following factors to be pursued:

- Involvement of the entire company organisation from the Employer to every individual worker, each according to his or her responsibilities, skills and position, in collaboration with the Workers' Safety Representatives;
- Company management and work organisation attentive to issues regarding safety and hygiene in its activities;
- Constant quest for technical, managerial and innovative solutions, aimed at favouring prevention and achieving sustained improvement;
- Availability of suitable human and instrumental resources, such as infrastructures, equipment, environments, etc.;
- Ensuring maximum safety for both workers and facilities with reference to current technical and legislative regulations and technological innovations;
- Organising continuous staff training in order to increase the development of a positive safety culture, an instrument of strength for the organisation at all levels;
- Constantly analysing accidents, incidents and near misses;
- Communicating to all personnel the importance of complying with regulatory and legal requirements on WPS through meetings, gatherings and by establishing work and control procedures.

Consequently, all corporate functions responsibly work towards:

- Complying with current legislation and regulations in force;
- Integrating the SGSL into all company processes and with other management systems;
- Considering worker health and safety aspects from the earliest stages in defining new activities, new processes, new equipment or when overhauling existing ones;
- Continuously improving performance, efficiency and effectiveness of the SGSL by setting targets and reviewing results attained;
- Communicating the company's guiding principles and ways of limiting or eliminating risks at work, apart from its employees, to suppliers, contractors and customers;
- Identifying and introducing new, better performing technologies, and safer to use.