

OCCUPATIONAL HEALTH AND SAFETY POLICY

The safety and health of our employees in carrying out their work is of fundamental importance and constitutes an important contribution to corporate success. It is therefore a corporate objective of paramount importance as are the quality of our products and business success.

In order to ensure the highest possible levels of prevention and protection of the health and safety of its workers while carrying out their work, Berco S.p.A. undertakes to:

- a) ensure compliance with what is laid down in the applicable regulations and legislative provisions on occupational health and safety and also any non-binding agreements, including the Group directive to which Berco S.p.A. has decided to adhere;
- b) ensure careful and constant identification and assessment of all risks, including those related to mental and physical stress, connected with carrying out corporate activities in order to prevent accidents and occupational diseases of workers;
- c) plan and implement suitable measures for eliminating and, where not possible, reducing risks to the health and safety of workers, giving priority to technical measures over organizational measures;
- d) maintain an exemplary and proactive role of Management for promoting continual improvement in matters affected by the Management System;
- e) pursue constant progress in system effectiveness, in order to ensure continual improvement in occupational health and safety performance;
- f) encourage full participation by its employees and collaborators in actions for prevention and identification of risk sources, by promoting the involvement of Workers' Safety Representatives whose essential role is acknowledged;
- g) ensure a transparent and collaborative relationship with all external parties that, for various reasons, are interested in the Company's activities;
- h) ensure that all personnel receive appropriate information and training on the content of the Management System, understand its implications in order to be able to take on an active role in the



company and contribute to promoting an occupational health and safety culture oriented towards prevention in which everyone is responsible for each other;

- i) promote the role of the Prevention and Protection Department by fostering its activities, so that it can provide the best support possible to all corporate functions;
- j) select suppliers and contractors and promote their development in accordance with the principles of this Policy and bind them to maintain behaviours in keeping with it;
- k) obtain maximum collaboration from personnel for occupational safety improvement through communication, information, consultation, participation, training and supervision activities;
- l) train workers to act even under abnormal and emergency conditions, so as to prevent incidents or emergency situations.

To achieve these objectives and goals, all organizational levels are required to comply, within their competence, with the provisions of the safety management system of Berco S.p.A.

This policy is made available to all interested parties and is disclosed to all personnel working for and on behalf of Berco S.p.A. and will be reviewed (at least yearly) to ensure its constant effectiveness from the perspective of continual improvement.

