

## Occupational Safety and Health Policy

The Occupational Safety and Health (OSH) policy is a fundamental and essential reference for all participants in the life of the company and for all those outside the company who have relations with it.

The policy expresses the company's mission with regard to health and safety in the working environment, from which objectives and programs for continuous improvement are derived.

The Employer has prepared and formalized this policy, which expresses the commitment of Exprivia in safeguarding the safety and health of workers, starting from applicable laws, the risks related to work, accidents occurred, in order to promote and spread the culture of safety and to protect the health of all present personnel, continuously monitoring the system, to verify whether it is proceeding in line with the objectives set.

To this end, the Employer focuses on the three key elements of the Health and Safety at Work (OSH) organisation:

- the structure: available resources and their organisation; Exprivia's governance strategies (such as the reward system or the information system);
- the support processes (such as training, procurement) and the processes of the services provided;
- the outcomes of the support processes and services provided.

For the above reasons, the Employer has chosen, as a tool for the persecution of the Exprivia policy in the field of OSH, the establishment of the Management System for Safety at Work, in compliance with ISO 45001.

In pursuance of this policy, the Employer undertakes with the establishment of the Occupational Safety Management System:

- compliance with the legislation and agreements applicable to OSH (as a fundamental prerequisite for the applicability of the Occupational Safety Management System);
- to consider OSH as an integral part of business management;
- to provide the necessary human and instrumental resources to ensure healthy working conditions;
- to eliminate dangers and reduce OSH risks;
- to ensure that workers are prepared to carry out their tasks safely and to assume their OSH responsibilities;
- the involvement and consultation of workers, including through their safety representatives;
- to define within the company the OSH objectives and their implementation programs;
- to involve the entire company organization, according to its responsibilities and competences, in the achievement of the objectives;
- to manage emergency situations quickly, efficiently and diligently, during work activities;
- to promote the cooperation among the personnel and the collaboration with the third parties;
- to periodically review the policy and the management system implemented;
- continuous improvement of OSH and prevention actions.

The strategic objectives of OSH policy, which interact in a synergic way, are:

- empower the entire company organization in the management of OSH; from the employer to each worker, according to their own responsibilities and competences (to avoid prevention being considered the

exclusive competence of some subjects with consequent deresponsibility of others and lack of active participation);

- consider safety aspects as essential elements, from the definition phase of new activities, or in the revision of existing ones;
- educate, inform and raise employee awareness in carrying out their tasks safely;
- share information on the company risks with all workers and carry out the training with specific reference to the job performed;
- prevent accidents, work injury and occupational diseases.

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Chairman & CEO  
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