



PARATORI S.p.A.

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Workplace Health and Safety Policy

Paratori SPA is firmly committed to enhancing and promoting Occupational Health and Safety, and to conducting its operations in a manner that safeguards the well-being of its employees and all third parties involved in its operations.

This commitment and its outcomes are integral to the Company's Management, primarily aimed at complying with the legislation and agreements applicable to Occupational Health and Safety and the Environment.

The entire organization, from the Employer to each individual worker, within their respective roles and responsibilities, is dedicated to and aware of the continuous improvement to further enhance safety, health, and risk prevention in their work activities.

The organization is committed to providing the human, financial, and instrumental resources necessary to adopt a strategy that includes:

- Involvement, motivation, and empowerment of internal personnel
- Consultation with workers, including through their safety representatives, and openness to addressing everyone's needs and requests
- Maximizing employee awareness of their role and responsibility in safety and encouraging safe behavior even outside the workplace
- Commitment to periodically reviewing the Occupational Health and Safety policy
- Defining and disseminating within the company the objectives of Occupational Health and Safety and their related implementation programs
- Analysing and monitoring company processes to prevent and reduce risk situations
- Ensuring that the tasks assigned to anyone, whether an employee or subcontractor, are carried out in a manner that safeguards the safety of other workers, third parties, and the community in general
- Continuous general and specific training
- Prioritizing prevention over protection

Management is committed to promoting the activities described in this document and disseminating its contents throughout the Organization, with the conviction that only with the committed involvement of all workers is it possible to maintain an adequate and effective Health and Safety Management System in the workplace.

Olgiate Molgora, January 1, 2022

Chairman of the Board of Directors

Alberto Giorgio Rossi