

SASIB S.p.A., in line with COESIA's HSE Policy, assigns an essential and non-negotiable value to the health and safety of its employees, to the safety and hygiene of work environments, and to the protection of the environment, as permanent and indispensable prerequisites.

SASIB S.p.A. bases every action on these values and considers as a cross-functional priority throughout the entire organization the full compliance with mandatory and voluntary laws and regulations concerning occupational health and safety and environmental protection, as well as the ongoing pursuit of strengthened psycho-physical well-being for all workers.

This improvement process is managed systematically through a proactive and shared approach, including the constant search for innovative systems, and by relying on *Risk-Based Thinking* principles while adopting a *Life Cycle Assessment* perspective for environmental matters.

SASIB S.p.A. does not consider health, safety, and environmental protection within its processes and products as costs, but rather as investment opportunities. The process that led to the implementation and maintenance of the health & safety and environmental management systems, and their subsequent certification according to UNI ISO 45001:2018 and UNI EN ISO 14001:2015 standards, must be considered irreversible.

SASIB S.p.A. is committed to applying its Management Systems in order to pursue its *mission* with a view to continuous improvement, ethically sustainable development, and ongoing integration of environmental, social and business dimensions.

SASIB S.p.A. aims to develop corporate investments and decisions based on its founding principles and values, integrating them into a sustainable vision of the company and pursuing goals focused on achieving social equity, workers' well-being, respect for human rights, as well as fairness, transparency and legality in relations with stakeholders.

MANAGEMENT COMMITMENTS

SASIB S.p.A.'s Management undertakes to:

- Employ human resources according to their skills and aptitudes, avoiding any form of discrimination or retaliation against workers.
- Ensure equal opportunities beyond applicable regulations, preventing any differentiated treatment based on race, political or spiritual beliefs, or sexual orientation.
- Guarantee freedom of association and expression for all workers, within a broad respect for individual dignity. Wages and working hours fully comply with current laws and the applicable national collective labour agreement (CCNL).
- Implement measures aimed at reducing workplace accidents and preventing occupational diseases.



HSE POLICY — HEALTH AND SAFETY OF WORKERS AND ENVIRONMENTAL PROTECTION

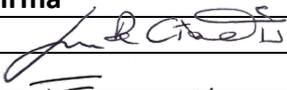
- Monitor the performance of its suppliers, including aspects related to workers' health and safety and environmental impacts, and evaluate new collaborations with suppliers who meet the requirements defined in this Policy.
- Invest physical and financial resources in innovation and improve infrastructures provided for the functioning of business processes.
- Assess and constantly monitor environmental aspects and the resulting impacts generated by company activities.
- Respect the environment, local territories and the people sharing the surrounding spaces, ensuring sustainable growth for future generations.
- Continuously improve environmental performance by setting objectives such as reducing greenhouse gas emissions, raw material consumption, water and natural/energy resources, as well as mitigating the impacts of business activities on protected areas and on biodiversity.
- Engage, train and raise awareness among employees, ensuring they fully understand the health, safety and environmental consequences that their activities may generate.

All personnel operating within **SASIB S.p.A.**, in any capacity, have progressively adopted behavioral criteria aligned with the principles of the integrated management system. These behaviors result from training, information and awareness activities that have involved all employees, making them aware of their individual obligations and of the importance of each action.

Furthermore, within their remit, employees are responsible for ensuring that activities are carried out in compliance with the values and principles set out above.

SASIB S.p.A. confirms that protecting health, safety and the environment is a responsibility shared by all.

SASIB S.p.A. has activated appropriate communication channels and systems to ensure continuous and effective exchange of information with internal and external personnel. This document is made available to all internal stakeholders and is disseminated to external stakeholders through suitable means; in this regard, reference is made to the company website <https://www.sasib.com> and, in particular, to the COESIA Group's Code of Ethics.

Revision: Rev. 01 — 25.03.2024 (CEO Update)		
Checked and Approved by:		Firma
HSE	Luca De Ciantis	
Approved by:		
CEO	Francesco Mazzanti	