

## Health and Safety Policy

Health and safety in the workplace is everyone's responsibility, a commitment that manifests itself not only in the compliance with safety regulations during one's work performance, but also in providing suitable working conditions for this to happen.

Minifaber S.p.a. firmly believes that people are the company's assets and is committed to achieving the highest standards in terms of health and safety at work, by ensuring a close collaboration among all interested parties.

Minifaber S.p.a. considers the protection and promotion of people's health, safety and well-being to be a fundamental value and pillar of its way of operating.

Safeguarding employees, customers, suppliers and, in general, anyone working in partnership with the company, is what guides both the strategic approach to business and daily operations.

Minifaber S.p.a. is guided by the following health and safety principles:

- operating in compliance with the laws and regulations in force, taking all the necessary prevention and protection measures to safeguard health and safety;
- "health and safety first" as a guideline for the implementation of any strategic and operational decision;
- shared responsibility and people's involvement;
- preventive approach to avoid the occurrence of occupational accidents and diseases;
- sensitise third party companies, operating inside Minifaber S.p.a., to share the same criteria for safeguarding the health and safety of the company;
- respect for the individual, without compromise;
- health and safety along the supply chain, so that suppliers will adopt health and safety behaviours and standards in line with this policy;
- conscious use of suitable protective equipment and periodic audit and risk assessment exercises with subsequent implementation of improvement plans.

Workplaces, installations, machinery and equipment are purchased and/or designed and maintained in good working order to ensure the protection of all workers.

The Management is committed to propagating a safety culture by promoting responsible and risk-conscious behaviour, the establishment of a corporate environment based on mutual understanding and cooperation, and allocates the necessary organisational and economic resources to ensure not only the prevention of accidents and occupational diseases, but also the ongoing improvement of health and safety conditions in the workplace.

The Health and Safety policy applies to all employees and everyone else cooperating with the company. The policy is reviewed periodically in order to keep it in line with international best practice.

Seriate, August 11th, 2021

Employer Legislative Decree 81/2008 - Raffaello Melocchi

