

Health, Safety and Environment Policy in the Workplace

Safety in the workplace and sustainable development are core values in accordance with the Ognibene Power Group's ethics in all of its activities.

OGNIBENE POWER Spa pursues its business goals of sustainable development and social responsibility in order to guarantee a continuous improvement in all the projects and tasks for employee's health, safety and welfare related aspects.

In order to achieve this target, the Management developed the implementation and maintenance of an integrated management system for quality, environment, safety and social responsibility, in compliance with the highest international management standards.

The commitments mentioned above are declined into this Health, Safety and Environment Policy, specifically:

ADHERENCE TO REGULATORY COMPLIANCE

- ✓ To ensure a continuous report of the activities and performances for any situation in order to guarantee periodically compliance with health, safety and environmental legislation;
- ✓ To understand the organization and its context.

CONTINUOUS IMPROVEMENT

- ✓ To protect workers' health, as well as the environment, through measurable and comparable goals and indicators by monitoring any step and decision taken;
- ✓ To access to risk-based thinking aimed at seizing opportunities and identifying risks;
- ✓ Application of the World Class Manufacturing (WCM) concepts and practices;
- ✓ To prevent and reduce risks to workers' health and safety, in particular:
 - *to pursue the goal of "zero injuries to people" to permanently reduce the number and severity of accidents and occupational diseases by implementing measures for the prompt identification, assessment and prevention of occupational health and safety risks;*
 - *in order to avoid risks at source, the company must ensure that health and safety system is the key element to follow when defining new issues or reviewing existing ones;*
 - *to empower, train and motivate employees on how to work in a safe and environmentally-friendly manner, involving all levels of the organization;*
 - *to protect workers' health and safety through continuous improvement and its evaluation;*
 - *to ensure that all staff are provided with a safe and ergonomic working environment to be suitable for the work performance.*
- ✓ To prevent environmental accidents and reduce environmental impacts by:
 - *managing waste correctly following an Integrated Sustainable Waste Management Policy and focusing on separate collection and recycling;*
 - *the continuous improvement and search of solutions in the energy savings for the production of renewable energy;*
 - *to avoid potential risks of the formation and diffusion of polluting or smelling air emissions;*
 - *the continuous improvement of environmental impacts through the annual sustainability report based on specific goals and projects;*
 - *reducing environmental impact taking into consideration all the phases of a product's life cycle from its initial stage of design to final manufacture;*
 - *following the concepts of eliminating, reducing, reusing, recycling and enhancing from the energy and environmental point of view*

STAKEHOLDERS INVOLVEMENT

- ✓ The Company promotes the culture of safety at work and environmental sustainability at all stakeholder levels through continuous training and information programs;
- ✓ To develop, implement and manage the procedures for health, safety and environment roles and responsibilities at all levels of the company. Inform employees and contractors of this policy and make it available.
- ✓ To encourage workers to contribute actively into the achievement for safety standards and objectives.

OGNIBENE POWER SPA is equipped with the Integrated Management System to pursue the objectives of this policy and to stimulate a conscious and sustainable innovation with a view to continuous improvement.

The Management undertakes to periodically review the company policy on health and safety at workplace and environmental sustainability, in order to confirm its effectiveness, updates and efficiency and maintain it actively and available all the interested parties.

Reggio Emilia, 15/05/2019

Claudio Ognibene
President&CEO

