

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 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, Management implemented an Integrated Management System in compliance with the highest international management standards. With the aim to constantly monitor and reduce impacts on Health, Safety and Environment, OGNIBENE POWER Spa sets the following targets:

ADHERENCE TO REGULATORY COMPLIANCE

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

CONTINUOUS IMPROVEMENT

- ✓ To protect workers' health as well as the environment through measurable and comparable goals and related indicators by monitoring any step and decision;
- ✓ To implement a risk-based thinking approach in order to develop opportunities and to identify risks;
- ✓ Ensure continuous updating of risks and opportunities analysis arising from new context scenarios and stakeholder needs/expectations;
- ✓ Application of best practices arising from the Corporate Continuous Improvement System;
- ✓ To prevent and reduce risks to workers' health and safety, in particular:
 - to pursue the goal of "zero injuries" to permanently reduce the number and severity of accidents and occupational diseases by implementing measures for the 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 represents a base-line when defining new processes or reviewing existing ones;
 - Ensure that each worker receives adequate instruction and training for health and safety use of equipment, machines, facilities, substances, devices, including personal protective equipment;
 - Involve supervisors in continuous and effective monitoring and auditing of workers' behavior regarding the preventive and protective measures respect;
 - to empower, to train and to motivate employees on how to work in a safe and environmentally-friendly manner;
 - to protect workers' health and safety through continuous improvement of health conditions;
 - 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 a Sustainable Waste Management and focusing on separate collection and recycling;
 - the continuous improvement and search of solutions in the energy savings and the production of renewable energy;
 - to avoid potential risks bringing to pollution or smelling air emissions;
 - the continuous improvement of environmental impacts through the annual sustainability report based on specific goals and projects;
 - to reduce the environmental impact taking into consideration all the phases of product's life cycle from its initial stage of design to final manufacture, to consider the introduction of BAT (Best Available Techniques) and to implement Mobility plans;
 - to eliminate, reduce, reuse, recycle in order to enhance from energy and environmental point of view.

STAKEHOLDERS INVOLVEMENT

- ✓ To promote the culture of safety at work and environmental sustainability at all stakeholder levels through continuous training, information programs development and through the increase of workers' social responsibility;
- ✓ 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 and their representatives to contribute actively into the achievement for safety and environment.

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 maintain it actively and available to all the interested parties.

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Claudio Ognibene
President&CEO

