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# OCCUPATIONAL HEALTH AND SAFETY POLICY

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## ASSUMPTIONS AND TARGETS

As part of the company's Integrated Management System (Quality-Safety-Environment), the psycho-physical wellness of all "people" involved in the company's value chain is an absolute must-have principle around which the entire system is designed and developed.

This is the context for the occupational health and safety policy defined by Belco Srl to guarantee the right of all employees to work in full safety and health conditions.

Also on the basis of the statistical data collected, there is a firm belief in the company that the punctual application of the current regulatory provisions and international standards on occupational health and safety is able to minimize significantly the risk of accidents as well as reduce the negative impacts on the health of workers involved in adverse events.

The company constantly monitors and supervises the compliance of employees and contractors with the principles set forth in this policy, taking prompt action to prevent the risk of incidents, also thanks to the reports of internal stakeholders.

Likewise, Belco also promotes a culture of health and safety among suppliers, partners, and generally all stakeholders related to the organization's context.

## REGULATORY REFERENCES

National legislation as well as globally recognized standards on occupational health and safety are the main source of inspiration for defining the pivotal points of our policy.

The following references are relevant in this regard:

### NATIONAL LEGISLATION

Legislative Decree No. 81 of April 9, 2008 *"Implementation of Article 1 of Law No. 123 of August 3, 2007, on the protection of health and safety in the workplace"* and related laws (where applicable)

### STANDARD ISO

ISO 45001:2018 *"Occupational health and safety management systems."*

## KEY POLICY HEADLINES

The corporate safety culture is based on the pivotal principle that each worker first and foremost, regardless of his or her role, is required to protect his or her own health and fellow coworkers' health by complying in the discharge of his or her job with the directives and teachings he or she has received.

All personnel are therefore required to behave prudently and diligently as well as to use properly and wisely the means and equipment received.

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### SAFETY ORGANIZATION CHART

The employer ensures the safety and healthiness of workplaces by delegating specific monitoring and supervisory activities to several persons who compose the safety organizational chart.

The company has therefore defined an organizational chart that, in accordance with current Italian legislation (Legislative Decree 81/2008), identifies the following figures:

- Competent physician
- Person in charge
- Workers' safety representative (RLS)
- Prevention and protection service manager (RSPP)
- First aid officer
- Fire officer

The number of figures referred to in the organizational chart, as well as details on their training and duties, are defined by the applicable current regulatory provisions.

### RISK ASSESMENT

Belco periodically conducts a health and safety risk assessment of workers considering the different tasks assigned and areas (business and geographical) of operation.

The employer supported by his delegates (Person in charge - RSPP in the foremost), is fully responsible for the assessment as well as any preventive, containment and corrective actions aimed at minimizing safety risks to workers.

### EDUCATION AND TRAINING

The company annually arranges a specific health and safety training and updating plan addressed to workers and the different figures in the company's safety organization chart.

Subjects, number of hours and validity of training courses are in accordance with what is defined by the applicable regulatory provisions in force.

Likewise, the company instructs employees on the proper use of the equipment and instrumentation provided as well as on the contents of the procedures under the company's safety system.

All department heads also inform employees of the risks related to the tasks assigned to them together with the procedures aimed at minimizing them.

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#### MAINTENANCE ACTIVITIES AND EQUIPMENT SAFETY

Exclusively the use of equipment and tools certified by the manufacturer that comply with all safety requirements established by applicable current regulations is permitted at the company.

The company has also provided a routine and extraordinary maintenance plan for the infrastructure and equipment in use.

The proper extent, periodicity and formalities related to maintenance activities meet the requirements set forth in the applicable current regulatory provisions.

Based on the risks in relation to the task, each worker is also provided with personal protective equipment together with appropriate training on the proper use.

#### REPRESENTATION OF WORKERS

Belco guarantees proper ways of representation that convey workers' safety concerns to the employer.

Safety representatives are elected by universal suffrage by the workers' assembly; Belco ensures their right to specific training.

The number of representatives, their duties and prerogatives, the duration of their office, as well as details regarding training, shall be in accordance with the provisions set forth in applicable current regulations.

#### MEDICAL SURVEILLANCE

The company has appointed an "Occupational Physician" who fulfills the requirements of the relevant regulations.

The occupational physician, upon initial inspection of the workplaces and based on the risk assessment, has designed a specific health surveillance program for each corporate function considering the risks involved in individual tasks.

All workers are therefore required to be examined at least annually to certify their fitness for the job.

#### FINANCIAL RESOURCES

The organization is committed to ensuring financial coverage for all activities necessary for the fulfillment of legal obligations regarding health and safety and for the implementation of the principles set forth in this policy.

In this regard, the Administration and Finance Manager will take care to interface with the Management System Manager and the General Manager to further discuss the necessary investments

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## PROCEDURES

The organization is also committed to implementing the company's safety system by issuing proper operating procedures and instructions to aid the spreading of a culture of safety and so minimize risks to workers' health.

## **MANAGEMENT AND MONITORING**

The company's compliance with the principles addressed here is assessed during the risk and opportunity analysis performed as part of the Quality Management System (UNI EN ISO 9001:2015 certified).

The assessment is normally completed annually by the Manager of the Management System (Quality-Safety-Environment) and the General Manager. The document is also an integral part of the annual Management Review.

The output of the assessment will be used to define any corrective, preventive and containment actions to be taken to mitigate the risk detected.

## **REPORTING AND UPDATING**

The company policy is disseminated to employees and internal contractors through the following ways: communication at the establishment of the contractual relationship, company intranet and posting of the document on the notice board.

Externally, the document is conveyed through dedicated communication activities.

The updating of the policy is evaluated at least once a year based on findings from risk assessment and monitoring activities.

Caronno Pertusella, 10-01-2025

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