

COMPANY HEALTH AND SAFETY POLICY

INOX FONDI SRL believes that the protection of health and safety in the workplace is a priority and an essential value, without which the efficient development of its business is not possible.

The Company's General Management is committed to this and devotes human, instrumental and economic resources to pursue the objectives of improving the health and safety of workers as an integral part of its activity and as a strategic commitment in relation to the wider objectives of the Company's overall activity.

The Company considers its employees to be its most important strategic resource and is committed to respecting their rights and protecting their health and safety by taking all possible measures to prevent accidents, considering personnel training and prevention as the most effective tools for reducing risks.

Health and safety requirements are communicated and enforced to all stakeholders by requiring full compliance with voluntary and mandatory health and safety regulations.

This Policy is therefore aimed at preventing accidents and occupational diseases. It is the guide for the continuous improvement of the performance and of the management system in question, constituting the reference framework for the definition and verification of objectives.

INOX FONDI SRL therefore undertakes to:

- ✓ comply with current legislation and agreements on health and safety;
- ✓ prevent, minimise and reduce occupational injuries and illnesses;
- ✓ consider all near misses as a stimulus for improvement and development of health and safety measures;
- ✓ prevent and eliminate all hazardous situations, encourage their reporting and systematically carry out root cause analysis and possible corrective actions;
- ✓ constantly monitor the adequacy of the resources provided;
- ✓ ensure the highest level of human resource awareness through effective training programmes;
- ✓ promote employee participation and consultation, including through their safety representatives;
- ✓ involve suppliers in health and safety, in particular by communicating the policy and objectives, and by cooperation and coordination at all stages of the contractual relationship;
- ✓ periodically review the policy itself whenever there are significant changes affecting health and safety;
- ✓ define and disseminate health and safety objectives and related implementation programmes within the Company.

The provisions defined in this document must be considered as obligatory for all employees and subjects working with INOX FONDI SRL, therefore the General Management encourages and supports the maximum participation and involvement in order to guarantee the effectiveness and continuous improvement of the health and safety management system.

Arquà Polesine, 9th September 2024

The Operations Manager

Cogo Alberto



Head of General Management

Schiavolin Carlo

