

BENACCHIO considers the safeguarding of health, safety at work, respect for the environment and social responsibility, and the respect for and protection of workers' dignity as essential values to which it refers in its activities.

This Policy expresses the commitment of top management in promoting in employees, collaborators, and suppliers the knowledge of objectives, awareness of results, acceptance of responsibilities and motivations.

The principles of action and the results to be achieved are:

- Uphold, respect and protect internationally proclaimed Human Rights;
- Apply the Code of Ethics approved by the Board of Directors;
- To protect the health and safety of its workers, contractors and the community, in the management, performance and development of its activities, promoting the fulfilment of the person as an individual and in the community
- Protect the environment in which it operates, making all workers and contractors responsible in this regard, calling on them to pursue continuous improvement;
- Promote the responsible use of resources;
- Place sustainability at the centre of its culture as a key factor for the Company.

BENACCHIO adheres to the principle of "Sustainable Development" and by putting it into practice. Through the application of this Policy, it believes that it is contributing to ensuring that today's and tomorrow's generations have conditions and tools for a better quality of life. To achieve the objectives, the organisation commits itself to:

- Implement and maintain the Policy, reviewing it periodically to ensure that it remains relevant.
- Fulfilling regulatory obligations by fully complying with applicable national and international health, safety and environmental laws, standards and regulations.

Strives for continuous improvement and prevention, through:

- Identifying the health, safety and environmental hazards present in the operations performed, implementing measures to control the associated risks, eliminating or reducing the risks of accidents or occupational diseases;
- Setting objectives, reviewing the results obtained and setting new objectives to promote the use of technologies to achieve excellence in worker health protection, occupational safety, and environmental protection.

BENACCHIO for the environment:

- Monitors and aims to reduce energy consumption and greenhouse gases
- Is attentive to a precious commodity such as water
- Is committed to reducing air pollution
- Ensures proper waste management aimed at recovery
- Implements proper management of chemical products
- Protects biodiversity in its production sites
- Is committed to reducing material consumption through process optimisation

Respect for workers' rights, protecting and enhancing the human resources it uses, pursuing respect for the principle of equal opportunities in the working environment, promoting the professional growth of each individual and valuing diversity through:

- combating any and all practices of labour and worker exploitation and the denial of workers' rights for the benefit of a pure profit rationale;
- Promoting constant and effective attention to potential situations of worker exploitation by, inter alia, monitoring any or potential commission of offences of illegal brokering and exploitation of labour;
- Complying with labour law regulations, also with reference to the use of workers from third countries.

Raise awareness and train workers to perform their work safely and assume their responsibilities, through the following actions:

- Defining and maintaining initiatives aimed at developing a culture of health, safety at work, environment and social responsibility, in compliance with international standards, through the involvement of all personnel;
- Assign individual responsibilities and involve all levels of the organisation, ensuring that responsibilities and operating procedures are precisely defined, appropriately communicated and clearly understood;
- Informing and, where necessary, training and instructing workers in compliance with operating procedures designed to safeguard workers' health and safety and protect the environment, requiring strict compliance.

Communicate and disseminate information on health, safety at work, environment, and social responsibility to internal and external stakeholders:

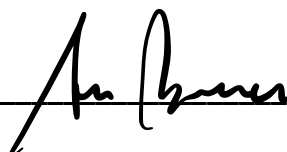
- Cooperate with supervisory and control bodies;
- Defining and maintaining the necessary procedures to evaluate and select suppliers and sub-suppliers based on their commitment to social and environmental responsibility, protection of workers' health and safety at work, informing them of the nature of the activities and the measures adopted for prevention.

Responsibility in the management of health, safety at work, respect for the environment and social responsibility concerns the entire Company organisation, from top management down to each employee, each with his or her own attributions and competences.

Employees are the heart of a company: nothing works without them. Therefore, protecting them is crucial to the success of any company. But as important as employees are, a company also needs suppliers. It is essential to pay attention to the suppliers' attitude towards management systems, including health and safety, as this affects the delivery of services to the buyer.

CARTIGLIANO, 15/04/2023

THE MANAGEMENT



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