

## HEALTH, SAFETY AND ENVIRONMENT POLICY (HSE)

ALLU'S Management has decided to adopt and implement an integrated System for the health, the job safety as well as for the environment, based on ISO Norm 45001 and ISO 14001, named HSE-MS (Health Safety & Environment Management System).

Our Management thinks that such an integrated System will allow the continuous improvement of performances. In this way, the targets involving all interested parties related to company protection and strengthening might be easily achieved.

The continuous improvement of health, safety and environment performances finds its basis in the possibility of optimizing company and operational procedures, in order to get efficiency and effectiveness. Policy finds fertile ground on these basic principles and highlights the constant commitment of our Management to grant support and necessary resources, in order to constantly improve all that is related to health and job safety, as well as environmental protection.

Policy is transmitted to all company levels and is also available to all interested parties, with the aim of defining the Management guidelines about health, safety and environment.

At this purpose, ALLU'S Management engages itself to:

- prevent accidents and occupational diseases by means of careful and dynamic risk evaluation for all people working in the company, with the aim of eliminating or reducing risks themselves;
- minimize environmental impacts linked to their own activity, by preventing all forms of pollution through a responsible production process: this will involve the rational use of resources, the optimization of the waste cycle and a proper check both for industrial waste water discharges and emission in the atmosphere;
- ensure compliance with laws, norms and regulations of each specific production area, in particular to the ones related to health, safety and environment;
- fully comply with all regulatory requirements as per norm ISO 45001 and ISO 14001, respectively regarding health/safety and environment;
- ensure adequate skills and continuous staff training;
- spread internally the culture of health, safety and environment by involving the whole staff: this can be done by means of information, education and training, as well as through the consultation of the workers representative for security and environment;
- answer the growing demands of interested parties with transparency and fairness criteria;
- define and periodically monitor company indicators and targets, in order to use them to constantly and continuously improve the performance of the integrated management System.

Sesto al Reghena (PN), 31st January 2023

**Luca Tolusso**  
Managing Director  
ALLU'S SPA

