



Lissone 12-01-2024

HEALTH AND SAFETY POLICY

Tornova S.r.l. believes that workplace health and safety protection is a primary value and is therefore an essential target to be achieved and constantly improved.

Through this policy, Tornova Top Management is going to provide the reference for implementing, documenting and maintaining a solid, credible and reliable Safety Management System, according with the provisions of Italian legislation.

In order to achieve its objectives and ensure compliance with this policy, the Top Management undertakes to:

- a) guarantee the compliance of its Occupational Health and Safety Management System with the requirements established by the current standards and guidelines
- b) provide safe and healthy working conditions in order to prevent injuries and illnesses considering the activity, the dimension and the context of the organization and the specific nature of the Health and Safety risks in the workplace;
- c) keep the industrial processes conform to all applicable regulatory requirements regarding health and safety in the workplace;
- d) pursue a reasonable and constant improvement in health and safety performance, aimed at eliminating dangers and constantly reducing risks and the number of injuries in the workplace;
- e) continuously analyze the context in which the company operates, as well as the needs and expectations of the stakeholders, in order to understand the most important issues that can influence, positively or negatively, the way to deal with health and safety responsibilities.
- f) communicate and have an open dialogue with suppliers and contractors considering the quality of the materials supplied, as well as health and safety performance;
- g) involve all company staff and people who work for the organization or on its behalf, with the aim of increasing the commitment to pursuing the identified company objectives and respecting the established improvement programs, so that health, safety and the related results become an integral part of company management;
- h) encourage consultation and participation of workers and their safety representative, in the awareness that, in order to achieve safety-related objectives, their active contribution is decisive;
- i) develop awareness, knowledge and culture of safety at all levels through appropriate education, information and training courses;
- j) provide the human and structural resources necessary to achieve company objectives and pursue continuous improvement;

- k) periodically review this policy to ensure continuous correspondence and adequacy in case of internal and external organizational changes, regulatory changes or stakeholders changes.

The Company Policy, approved by the Employer, is oriented towards prevention and constitutes the guideline for introducing and improving the Occupational Health and Safety Management System. It is communicated to all the staff and to the suppliers and contractors who work for the company, and is also made available to stakeholders through the most appropriate dissemination channels to allow a transparent and continuous dialogue

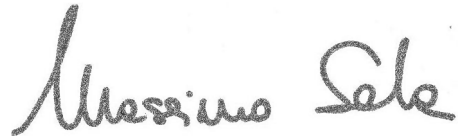
The Occupational Health and Safety Management System Policy fulfills the task of directing the organizational structure to the consistent execution of company activities with the principles contained therein. It also fulfills the function of a corporate communication document towards the outside world. It is company policy that the handling of the Occupational Health and Safety Management System concerns the entire company organisation, from the Employer to each worker, each according to their own duties and skills.

This policy is periodically reviewed in its contents, to ensure continuous correspondence and adequacy in the face of internal and external organizational, regulatory or stakeholders changes.

Data: Rev. 01 del 12/01/2024

La Direzione

ING. Massimo Sala

A handwritten signature in dark ink, reading "Massimo Sala". The signature is fluid and cursive, with the first name "Massimo" written in a larger, more prominent script than the last name "Sala".