



## INTEGRATED POLICY OF OCCUPATIONAL HEALTH AND SAFETY, ROAD TRAFFIC, ALCOHOL AND DRUGS, SOCIAL RESPONSIBILITY

Rev. 4 del 08.01.2024

The Corporate Management of CIMOLAI S.p.A. has established a Corporate Policy as a guide for performance improvement, continuing to be competitive and strengthening its presence in the market, taking into consideration the preservation and protection of the surrounding environment, health management in the workplace, road safety protection and social aspects in the company, which are fundamental elements for the development of its business in the perspective of continuous evolution, in full compliance with the voluntary standards UNI EN ISO 45001, UNI EN ISO 14001, UNI EN ISO 39001 and SA8000.

Management has prepared and implemented an Integrated Management System Safety-Environment-Road Safety-Social Responsibility document, highlighting the guidelines of the Company Policy, in order to disseminate and share the related objectives, involving all stakeholders i.e. employees, collaborators, customers, suppliers, trade unions, public institutions, in the achievement of the set goals.

Considering health and safety to be of paramount importance, through the **Occupational Health and Safety Management System**, management aims to pursue the following corporate objectives:

1. Ensure safety in the workplace by defining and implementing actions to reduce the risks themselves, with a view to prevention toward occupational diseases and accidents at work, with the goal of "zero accidents."
2. Preventing and correcting any dangerous situation, including "near misses," by promoting their reporting and systematically implementing the analysis of causes and possible remedies;
3. Pursue a steady increase in safety performance;
4. Ensure the protection of the health and mental and physical integrity of the people working within Cimolai S.p.A.;
5. Assess the risks associated with changes in production activities resulting from new equipment or changes in the work environment, prior to the changes themselves.

Cimolai S.p.A. considers the protection and promotion of the health, safety and welfare of the individual, a value and a priority principle in all its activities. Therefore, its way of operating is aimed at the protection of employees, customers, suppliers and, in general, anyone who comes within the sphere of influence of Cimolai S.p.A.

In addition, management is aware that continuous improvement in Road Safety performance brings significant benefit to all stakeholders by meeting expectations for improvement related to the environment in which the company operates, therefore, it has integrated the **Road Traffic Safety Management System** into its organization.

Management is therefore committed to a policy of continuous improvement of its performance in the area of Road Safety, providing prevention and minimizing, where technically possible and economically sustainable, the risk of road accidents at Cimolai S.p.A.'s operating sites, at its operating sites and on the way to them.

Management is committed to achieving the following objectives:

- Ensure the continuous improvement of Road Traffic Safety Management System performance and prevention orientation;
- Ensure that its activities are carried out in accordance with current legal provisions and any subscribed codes of practice;
- Ensure adequate training for its workers and maintain a high focus on Road Traffic Safety, communicating its objectives, encouraging staff participation and reporting potential hazards;
- Implement every effort in organizational, operational and technological terms to ensure maximum involvement of stakeholders to prevent road accidents;
- Ensure regular maintenance of its vehicles and operating machines, encouraging preventive checks so as to ensure maximum reliability.

The Company is aware that the abuse of alcohol, drugs and other similar substances by employees can adversely affect the effectiveness of their work performance and can have serious harmful consequences for themselves and the safety of their colleagues. The misuse of medication or the use or possession of alcohol, or illicit and not medically prescribed drugs on company premises is strictly prohibited and is grounds for appropriate disciplinary action up to and including dismissal. Although the policy explicitly refers to alcohol and drugs, its application is also extended to inhalants and all other forms of substance abuse. Those who believe they are addicted to the aforementioned substances are urged to seek medical advice and appropriate therapeutic treatment without delay and before their condition may adversely affect their ability to work and prove to be a danger to their own safety, the safety of co-workers or third parties as well as the safety of plant, machinery and work environments.

The Company is also aware that alcohol and drug addiction is a treatable condition. The Company's Prevention and Protection Service through the Competent Doctor is at the disposal of those concerned who, on a voluntary and strictly confidential basis, deem to consult it for any information and cooperation. Without prejudice to the provisions of the preceding point, if the employee's state of subjection to alcohol or drugs is such that, while not entailing an inability to work, it nevertheless constitutes a potential danger, in the performance of particular tasks that are the subject of the due performance, to his or her own safety, to that of fellow workers or third parties, or to the safety of facilities, the Company, in the exercise also of its legal obligation to provide for safety in the workplace, reserves the right to modify such tasks within the limits provided by law.

The employee's unsuitability for the work services actually performed, ascertained in accordance with the law and descending from the state of dependence on alcoholic beverages or drugs, even after medical treatment, may result in termination of employment for justified reason. The consumption of alcoholic beverages, drugs or similar substances is prohibited during work activities. It is also recommended that employees avoid taking them even outside of the work period or immediately before, as the resulting effects may persist during subsequent work performance. The Company reserves the right to conduct unannounced checks on the existence of drugs and alcohol on company premises and/or offices. The Company will require its work and service contractors to adopt a similar policy.



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At the same time, seeking continuous improvement of its environmental performance, through the **Environmental Management System**, management aims to pursue the following corporate **objectives**:

1. Employ processes and technologies that prevent and/or reduce impacts on the environment;
2. Manage production activities so as to reduce the environmental impacts directly related to them, with particular attention to the management of waste produced, atmospheric emissions, consumption of raw materials, and risks related to the use of pollutants;
3. Pursue a constant increase in environmental performance.
4. Cimolai S.p.A., considering the protection of the environment as essential to the quality of life and sustainable development, as the concentrated attention of its commitment to environmental protection, aims to reconcile the needs of economic development and value creation with respect for and protection of the environment.

Lastly, Cimolai S.p.A. firmly believes in the importance of proper and transparent management of its "human assets" and raising the awareness of management, suppliers, employees and external collaborators to respect the principles of **Social Responsibility** established in the SA8000 Standard, committing itself to:

- Do not use child labor or forced labor;
- Activate appropriate remedial actions if child labor is found to be used by suppliers;
- Comply with applicable national legislation, international conventions and recommendations, including resolutions of international bodies such as the ILO (International Labor Organization) and the UN (United Nations Organization);
- Respect freedom of association and the right to collective bargaining;
- To oppose all forms of discrimination and unequal treatment (in hiring, salaries, access to training, career promotions) based on matters of race, nationality, religion, disability, gender, sexual preference, union membership, political affiliation;
- Condemn all illegal conduct likely to enter into conflict with dignity or physical and/or moral integrity;
- Fully and impartially apply the national collective bargaining agreement to all employees, punctually paying the established salary and paying the relevant social security, welfare and insurance contributions;
- Ensure the protection of maternity and paternity, as well as the disadvantaged;
- Promote and improve the conditions of safety and physical and mental well-being of its employees with both preventive and corrective actions;
- Involve all suppliers of goods, activities and services in commitment to social responsibility by complying with all requirements of the relevant standard;
- Develop and extend information, communication, education and training processes and promote dialogue with stakeholders to ensure efficient and effective implementation of the company's integrated system;
- Ensure the constant monitoring and improvement of its Social Accountability Management System by defining, as part of the Management Review meetings, specific improvement objectives and verifying their achievement by means of the SA 8000 Annual Report report. It is important to consider that it is the will of Cimolai S.p.A.'s organization that the same principles of social responsibility to which it submits be followed by all suppliers involved in the supply chain of the product/service covered by its activities;
- Carry out continuous analysis and evaluation of indicators arising from the Stakeholders and ensure an open and constructive dialogue for the identification of projects and objectives of mutual satisfaction;
- Establish and continually update its social responsibility policy integrated with the above standards and apply all requirements of SA 8000, as well as all relevant national and international standards;
- Ensure that all personnel receive adequate training on the requirements of the standard, on health and safety and on the system for monitoring the effectiveness of the system, as well as on how to issue and handle comments, recommendations, reports or complaints regarding the workplace and/or non-compliance with the SA 8000 Standard;
- Maintain active Social Performance Teams (SPT) for continuous monitoring of the implementation of all requirements from SA 8000;
- Keep the Health and Safety Committee active for continuous monitoring of the implementation of the Health and Safety requirements of SA 8000.

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