

OCCUPATIONAL HEALTH AND SAFETY AT UNIPOL SPA

January 2025

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1. Activities on Occupational Health and Safety/area at Unipol Spa

Unipol has formalized since 2016 the establishment of the Occupational Health and Safety Management System inclusive of the Group's Health and Safety Guidelines and intended for all employees of the Group.

As stated in the Group Guidelines/Policy, Unipol Spa guarantees:

- compliance with applicable current legislation on Occupational Health and Safety including non-mandatory (e.g., technical standards and best practices).
- the commitment to continuous improvement in performance and results.
- the commitment to promoting a culture of safety for people working at and on behalf of the Group.
- the safeguarding of the safety of its employees, workers of third-party suppliers, guests and visitors, ensuring a safe and healthy working environment;
- the consultation with and participation of all employees also through their duly elected representatives in collaboration with Trade Unions and trained in line with the relevant provisions in Italian legislation (e.g. State-Regions Agreement, H&S Decree 81/2008, ...).

These values, which translate into specific objectives and improvement targets, are pursued through:

- the protection of the physical, mental and social well-being of workers;
- constant monitoring of risks both in individual operational activities (whether carried out directly or through suppliers and collaborators) and in the context of strategic decisions;
- the evaluation of environmental aspects and hazard factors during the design phase of new activities, processes, products, plants and services, always with a view to protecting the interested parties;
- training and empowerment of staff and raising awareness among suppliers and collaborators aimed at increasing their awareness and involvement;
- the consultation with and participation of workers and their representatives in risk assessment, prevention and protection measures (using the hierarchy of controls), training, information and instruction programs;
- the communication process, emergency preparedness and response;
- a constant and sustainable increase in safety performance and the resulting levels of physical and intellectual well-being of workers, through a purpose-oriented work organization and the provision of adequate economic, human and technological resources;
- the commitment to provide safe and healthy working conditions for the prevention of work-related injuries and illnesses;
- improvement of performance in relation to:
 - o research into the best available technologies for a prevention and protection;
 - o reduction in injuries and accidents;
 - o reduction of occupational disease;
 - o reduction in non-conformities in terms of health and safety at work;
 - o improvement of control systems for prevention and protection;
- the systematic communication of performance information, ensuring maximum reliability and transparency of data.

The management system designed in line with the requirements of the OHSAS 18001:2007 standard has been aligned with the UNI ISO 45001:2023 standard and updates are in the phase of progressive implementation.

The OHS MANAGEMENT SYSTEM (DIG/UGH/DG/366-2023) has been approved by the CEO of Unipol Spa, a member of the Board of Directors and Employer.

On a periodic basis, at least annually and in line with obligations under the relevant national regulations, the Group reviews the performance of the management system and defines improvement objectives and action plans for the following year.

2. Occupational Safety Management System

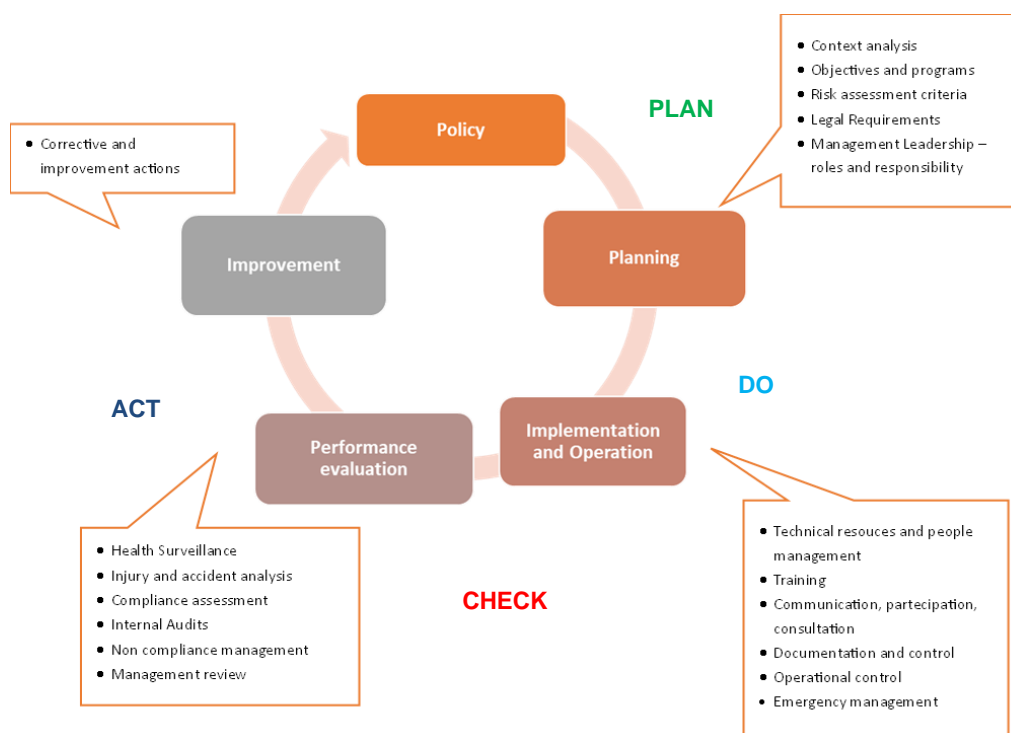
The Group's management system is described in the manual and has been structured in line with the contents of the UNI ISO 45001:2023 standard and incorporates the principles of continuous improvement.

From the Occupational Safety Guidelines descend the following macro-components regulated in the OHS Management System:

- description of the purpose and scope;
- analysis of the organization's context from which stakeholders and risks and opportunities are highlighted;
- role of corporate leadership and involvement of all employees; in particular, it is remarked that:
 - o the Group organizational model provides for the centralization of certain functions for the benefit of Group's companies. Consistent with the Group organizational structure, the Employers make use of Managers specifically delegated with regard to relevant areas in terms of occupational safety management. The delegates identified are endowed with specific organizational powers of management and control, financial and autonomy as well as the requirements of professionalism and experience to carry out the role;
 - o employees are involved directly or through their Representatives (explicitly provided for in the Italian national legislation, for effective implementation of the system) through information conveyed through the company intranet, questionnaires and as part of training activities;
- planning:
 - o the context of organization analysis identifies strengths and weaknesses, as well as risks and opportunities regarding occupational health and safety (OHS). Based on these elements, specific action plans are set up, prioritized and monitored through the establishment of quantitative targets for improving OHS performance metrics. Stakeholders and their expectations have been identified. Stakeholders and their expectations have been identified;
 - o insight into relevant regulations and determination of how to continuously monitor updates impacting the entire scope of application (both geographic and Member Companies);
- support:
 - o identification of both material and human resources required for the effective application of the system, the skills expected and those possessed, with consequent training gaps to be met;
 - o regulation of documentation, information and training methods relating to the personnel concerned (internal and external to the organization);
- operation management:
 - o operational activities resulting from the risk assessment carried out based on an internal procedure formalized and signed directly by the Employer (identified by the BoD) are carried out in this area. The main areas of intervention concern:
 - formalized risk assessment and identification of preventive and protective interventions as well as improvement plans for each site of the Group;
 - emergency planning and management by drafting specific emergency plans and identifying specific emergency teams periodically engaged in training and education:

- determination of the information necessary for the effective management of procurement under Contracting, based on an assessment of the technical and professional suitability of suppliers, the provision of adequate risk information, and the promotion of coordination in the case of potential interferences;
- management of personal protective equipment and auxiliary devices based on the findings of risk assessment and evidence gathered during health surveillance or emergency management planning;
- management of training, based on compliance with regulatory requirements and with the aim of generating adequate awareness and competence on the part of all figures involved in safety management;
- performance evaluation:
 - in this context, the various forms of verification present are studied in depth to identify and correct any non-conformities, identify areas for improvement and ensure the effective application of the Management System; particularly:
 - Key Performance Indicators are periodically analyzed in all processes of the system such as specific controls are stated;
 - internal audits carried out by the Prevention and Protection Service through periodic inspections at the company's premises with the support of specific checklists to verify the compliance of work environments. Following these inspections, the site improvement plan is scheduled to be updated;
 - annually, a third-party audit of the OHS Management System is conducted in accordance with ISO 45001 by an external auditor who is a licensed third-party Lead Auditor with more than 10 years of experience in the OHS field;
 - health surveillance makes it possible to monitor and prevent the effects on the health of all employees, and on an annual basis, the outcomes of such surveillance are reanalyzed to identify possible improvement actions;
 - injuries, accidents and near misses are investigated based on specific system procedure with the aim of identifying and analyzing the reasons for them, going back to the root causes and identifying possible remedial and if possible preventive actions;
 - on a periodic basis, the performance of the management system is shared through the Annual Safety Meetings required by Legislative Decree 81/2008 as well as through special in-depth meetings with the Workers' Safety Representatives;
 - periodically, usually annually, the performance of the system is analyzed within a Periodic Meeting attended by leadership functions, also because of the guidelines received from the Employers;
 - on the evaluation of the performance of the service provided for the Group Companies:
 - The performance of the management system is periodically audited by the Supervisory Board under Legislative Decree 231/2001 as well as by Internal Audit reporting directly to the BoD;
- improvement:
 - action plans resulting from inspections, audits or investigations are cascaded to the functions responsible for their resolutions defining the actions ownership, priorities, and deadlines.

For the purpose of a summary graphic representation of the above, it is shown how the processes of the Safety Management System apply to the Deming cycle:



THE OHS MANAGEMENT SYSTEM (DIG/UGH/DG/366-2023) HAS BEEN APPROVED BY UNIPOL SPA CEO.



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