

GROUP GUIDELINES ON OCCUPATIONAL HEALTH AND SAFETY

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1 INTRODUCTION

1.1 Purpose of the document

The Group Guidelines on Occupational Health and Safety (hereafter "Guidelines") are intended to:

- protect the right of individuals to quality of life, health and overall well-being;
- safeguard the health and safety of employees, contractors, guests, visitors and the wider community.

Respect for the individual and the work environment is considered a priority objective and a fundamental factor for strategic growth within the Group's development framework.

These Guidelines outline the Group's vision and values regarding Occupational Health and Safety (OHS) and define the principles and objectives aimed at ensuring effective management and control of health and safety risks associated with work activities carried out at the Group's sites, involving workers, suppliers, guests, visitors and other stakeholders. These Guidelines are the subject of specific training and awareness programs for all workers, regardless of their role or organizational position.

These Guidelines apply to employees, contractors and suppliers who carry out their activities within the Group Companies.

1.2 Scope of Application

These Guidelines, adopted by the Parent Company (Unipol), apply to all employees, contractors, and suppliers performing activities within Group Companies. This application is mandated by the Parent Company's role in providing direction and coordination across the Group.

The Parent Company actively coordinates and monitors the working conditions of all employees to ensure the highest standards of occupational health and safety protection are maintained.

2 REFERENCE CONTEXT

2.1 External and Internal Regulatory Reference

These Guidelines have been drafted in accordance with current internal and external regulations as listed below.

External Regulations:

- Legislative Decree No. 81 of 9 April 2008 "Implementation of Article 1 of Law no. 123 of August 3, 2007, regarding the protection of health and safety in the workplace," as amended and supplemented;
- UNI-INAIL - Guidelines for an occupational health and safety management system (SGSSL);
- UNI EN ISO 45001:2023 - Occupational health and safety management systems – Requirements with guidance for use;
- D.Lgs. 231/01 - "Rules on the administrative liability of legal entities, companies, and associations, including those without legal personality, pursuant to Article 11 of Law no. 300 of September 29, 2000."

Internal Regulations:

- "Charter of Values and Code of Ethics";
- Organization, Management, and Control Models adopted pursuant to D.Lgs. 231/2001 by the main Group companies;
- Personnel Management Policy;

- Sustainability Policy;
- Gender Equality Policy;
- Guidelines on Human Rights.

3 PRINCIPLES AND OBJECTIVES REGARDING OCCUPATIONAL HEALTH AND SAFETY

Through the adoption of these Guidelines, the Group confirms its commitment to:

- compliance with applicable occupational health and safety legislation and with non-binding requirements voluntarily adopted, such as technical standards and recognized best practices, with the aim of reducing and, where possible, eliminating hazards and risks to workers' health and safety;
- optimization of organizational and operational processes to ensure the protection of individuals within a safe and healthy working environment;
- continuous improvement of performance and results related to occupational health, industrial hygiene, and safety;
- promotion and development of a strong Safety Culture among all individuals operating within and on behalf of the Group, serving as a reference framework for the definition of occupational health and safety objectives;
- consultation and participation of workers and their representatives in matters related to occupational health and safety.

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

- protection of the physical, mental, and social well-being of workers;
- constant monitoring of risks in both individual operational activities (whether performed directly or through suppliers and collaborators) and within strategic decision-making;
- evaluation of environmental aspects and hazard factors during the design phase of new activities, processes, products, plants, and services to protect stakeholders;
- training and accountability of personnel, as well as raising awareness among suppliers and collaborators to increase their knowledge and involvement;
- participation of workers and their representatives regarding risk assessment, preventive and protective measures (utilizing the hierarchy of controls), training and information programs, communication processes, and emergency preparedness and response;
- constant and sustainable increases in safety performance and resulting levels of physical and intellectual well-being for workers through purpose-driven work organization and the provision of adequate economic, human, and technological resources;
- commitment to providing safe and healthy working conditions for the prevention of work-related injuries and illnesses;
- improvement of performance relative to:
 - research into the best available technologies for prevention and protection;
 - reduction of accidents and injuries;
 - reduction of work-related injuries and ill health;
 - reduction of non-conformities regarding Occupational Health and Safety;
 - improvement of control systems for prevention and protection;
- systematic communication of performance information, ensuring maximum reliability and

transparency of data.

The principles and objectives stated above are consistent with the Group's commitments regarding gender equality and the fight against all forms of discrimination and harassment as affirmed in the "Gender Equality Policy." This policy defines Group guidelines for the enhancement and protection of diversity and equal opportunities in the workplace, guiding corporate practices and processes toward the creation of a collaborative, equitable, and inclusive work environment.

4 THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (OHSMS)

To ensure the implementation of the principles and objectives defined in this document, the Parent Company has adopted and maintains an Occupational Health and Safety Management System in accordance with the UNI ISO 45001:2023 standard. Considering the changing internal and external context in which the Group operates, as well as the needs and expectations of stakeholders, this System is considered essential for the planning and execution of every work activity. It aims to minimize risks and ensure the monitoring of occupational health and safety performance. Specifically, based on risk assessments and the identification of specific preventive and protective measures, the System promotes the creation of appropriate work environments. It defines organizational models and work activities capable of offering a high level of health and safety protection for workers and contractors, aligned with the principles of the Sustainability Policy and the Gender Equality Policy.

5 REPORTING

The achievement of Occupational Health and Safety objectives and the monitoring of performance are reported to Top Management as part of the Management Review process.



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