

## **OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM POLICY**

**(Revision 1)**

Arturo Salice S.p.A. considers the protection of health, occupational safety, and the well-being of individuals as fundamental in the conduct and development of its activities. General Management also views health and safety at work as a strategic and essential element for its business and is committed to ensuring that every employee of Arturo Salice S.p.A. feels actively involved in creating and maintaining a healthy and safe working environment.

With the aim of pursuing continuous improvement as outlined in this policy, Salice S.p.A. has implemented an Occupational Health and Safety Management System (OHSMS) in compliance with the requirements of the international standard ISO 45001, ensuring its commitment to:

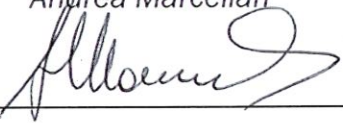
- eliminate or reduce hazards and risks to the health and safety of its workers;
- strive for the objective of “zero injuries,” “zero incidents,” and “zero occupational diseases” in the workplace through the adoption of procedures for the identification, assessment, prevention, and protection against health and safety risks, as well as the prompt removal of potential causes of incidents and/or injuries;
- adopt a responsible approach towards all stakeholders (shareholders, customers, local community, employees, local authorities and public administrations, research centers, trade associations, suppliers, etc.);
- implement effective communication programs to promote awareness and engagement among suppliers and other stakeholders in preventing health and safety risks and adopting practices consistent with the principles defined in this policy;
- hold company personnel accountable and motivate them to work safely, involving all levels of the organization in continuous training and information programs aimed at promoting a culture of health and safety at work, as well as ensuring that responsibilities and company procedures in these areas are appropriately updated, communicated, and understood;
- strictly comply with current national and EU legislation on occupational health and safety and other applicable requirements, ensuring timely adaptation to any new applicable regulations;
- communicate transparently on health and safety performance;
- provide employees with appropriate, safe, and ergonomic work environments for the performance of work activities, including periodic monitoring of physical, chemical, and biological parameters;
- use the best available technologies and adopt international best practices in managing its activities for continuous improvement;
- ensure an adequate organization and availability of human resources, tools, and financial means necessary to fulfill the commitments undertaken;
- develop and implement emergency management programs aimed at preventing harm to individuals in the event of incidents;
- safely manage and store the chemical products in use;
- provide employees with suitable personal and collective protective equipment and ensure the use of safe machinery and equipment;
- protect workers’ health through continuous medical monitoring and initiatives aimed at promoting general health;

- support the development of programs to improve physical and mental well-being and the balance between personal and professional life;
- ensure worker involvement and consultation, including through their health and safety representatives.

Novedrate, 23/06/2025

**CEO**

Andrea Marcellan



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