

## HEALTH AND SAFETY POLICY

Salico s.p.a considers health and safety on workplace as undeniable values, a staple for its action and for the development of its business. Salico is concretely committed to:

- 1) Promoting the development of a safe work environment and working conditions that support safety and workers' psychophysical well-being, monitoring possible hazards, evaluating risks and adopting preventive and protective measures for injuries and diseases.
- 2) Ensure compliance obligation, including legislative regulation on health and safety at work, the requirements of the UNI ISO 45001 standard and any voluntary agreements signed by the Organization.
- 3) Promote the involvement and participation of its employees and collaborators, within their scope of competence, in identifying and evaluating risks and in defining prevention and improvement actions through communication, information, training, and consultation activities.
- 4) Ensure a transparent and collaborative relationship with all external parties who are interested in the Company's activities

These commitments result into the definition of the following objectives and targets that Management intends to achieve:

- Ensure careful and constant identification and assessment of all risks to the health and safety of people working for and on behalf of Salico S.p.A.
- Define and implement appropriate measures and actions to prevent, eliminate, and/or reduce risks to the health and safety of workers and the potential consequences of accidents and injuries, including those related to abnormal or emergency situations.
- Pursue constant improvement in the effectiveness of the system, ensuring continuous improvement.
- Guarantee the efficiency, reliability, and safety of the machinery, equipment, infrastructure, and systems used.
- Promote employee collaboration to improve occupational health and safety through communication, information, consultation, and worker participation, through the role of the Workers' Safety Representative.
- Promote collaboration and cooperation with suppliers of products, activities, and services to ensure occupational health and safety through assessment, selection, communication, information, and monitoring procedures.
- Consider the consequences of climate change in strategic corporate decisions regarding occupational health and safety

Salico S.p.A. believes that continuous improvement can only be triggered through the involvement and conscious participation of the company's human resources. Therefore, all personnel are required, within the scope of their duties, responsibilities, and skills, to comply with the provisions of the environmental safety management system.

Molteno, 28.07.2025

*La Direzione Generale*

