



## HEALTH AND SAFETY POLICY

People's well-being is in our DNA: we produce high-quality goods for an active outdoor life.

We want this attention to well-being to be increasingly addressed to our employees and collaborators as well, as it represents a fundamental basis for the positive development of our business.

We also want to extend it to other stakeholders: customers, users of our products, the companies we work with, the supply chain and the local communities where we operate, to involve everyone in this process.

To take an important step in this direction, we have decided to undertake a path that complies with the international standard UNI EN ISO 45001:2023, also creating a Health and Safety Management System (SMS) as an integral part of our organization, dedicating additional and specific economic and organizational resources.

The SMS is based on the concept of the Plan-Do-Check-Act (PDCA), to achieve the continuous improvement of safety conditions.

This Health and Safety Policy commits the entire company, starting with Top Management, to act according to some fundamental guidelines.

### Compliance with legal requirements

We do not limit ourselves to compliance with current legislation on the subject but intend to go further, planning and implementing stricter procedures, more stringent prevention and protection measures and more virtuous behaviours than those required by the regulations.

### Risk prevention and control

Risk prevention and control activities will always be a priority, in the design and management of processes and workplaces, machinery, plants and equipment, chemical products and ordinary and extraordinary work activities.

This will be implemented through a serious and punctual risk assessment, a professional search for the best solutions, a concrete planning of improvement activities and constant control of the entire process and the achievement of objectives.

### Reaction - Resilience

We want to create a system that can react promptly and effectively to changing situations and any emergencies; a system that knows how to transform challenges into opportunities, how to collect reports of risks and dangers from our collaborators and how to manage accidents, near misses and non-conformities to draw indications for improving safety.

### Information, Training and Communication

Everyone must be a main character in this approach to security. This is why we are engaged in an important awareness-raising, information, communication and training program, on this Policy, on the entire SMS, on the risks related to the activities which are carried out, and on all relevant aspects of safety; The program will involve the entire organization, starting

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from the employees, who must be aware of the risks and the importance of their own and everyone's safety.

We also want to involve external parties: business partners, suppliers, consultants, customers, control bodies, etc., to make our contribution to growing the culture of safety.

We intend to favour suppliers of goods and services who are sensitive and share the principles of safeguarding health and safety, and we want to develop stable and mutually beneficial relationships with them.

This Policy is disseminated at all levels and is available on the company Intranet and on the institutional website.

### **Sharing, Consultation and Collaboration**

These goals can only be achieved through a widespread sense of "corporate safety community", which generates participation, sharing and cooperation.

Workers and their representatives (WSR) are constantly involved and consulted, to grasp ideas, reports and proposals.

With this in mind, we also intend to ensure constant collaboration with other companies, with business organizations, with competent bodies and authorities.

### **Improvement**

Continuous improvement is at the heart of management systems. We will periodically review the Policy, our objectives and our security performance, to verify their adequacy and consistency, to update and improve them continuously.

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Giavera del Montello, 18/12/2024