



HEALTH AND SAFETY OF WORKERS AND ENVIRONMENTAL PROTECTION POLICY

G.D S.p.A., in line with COESIA HSE Policy, places fundamental importance on the health and safety of its employees, the safety and healthiness of the workplace and to the protection of the environment, as permanent and essential values.

G.D S.p.A. bases all its actions on these values and considers it a priority, across the entire organization, to work in full compliance with the mandatory standard and regulations in the area of health and safety at work and of environmental protection, as well as to pursue the consolidation of the conditions of the psycho-physical wellbeing of all workers.

This improvement is managed in a systematic way by adopting a proactive and shared approach, also through the constant search for innovative systems, based on a *Risk Based Thinking* approach, and considering the perspective of the *Life Cycle Assessment* for the environment.

G.D S.p.A. does not consider health, safety and environmental protection as costs. rather as investment opportunities. The process that led to the implementation and maintenance of the health and safety and the environment management systems and subsequent certification according to the UNI ISO 45001:2018 and UNI EN ISO 14001:2015 standards is irreversible.

G.D S.p.A. is committed to ensuring the application of the Management Systems in order to pursue its *mission* from the point of view of continuous improvement and ethically sustainable development, continuous integration of the environmental, social and commercial dimensions.

G.D S.p.A. intends to develop investments and corporate decisions based on its fundamental principles and values, integrating them into a sustainable vision of the company, pursuing objectives aimed at achieving social equity, worker welfare, respect for human rights and ensuring fairness, transparency and legality in relations with concerned parties.

G.D S.p.A.'s Management Functions affirm their constant commitment to:

- Using resources based on their work attitudes and skills, avoiding any kind of discrimination and retaliation against workers;
- Ensuring equal opportunities, beyond existing rules, avoiding differential treatment of people of a different race, political belief, spiritual belief and sexual orientation;
- Guaranteeing freedom of association and expression for all workers with the widest respect for individual dignity. Salary and working hours are guaranteed in accordance with the laws in force and the professional National Collective Bargaining Agreement;
- Implementing measures aimed at reducing accidents and the onset of occupational diseases;
- Monitoring the performance of its suppliers also for aspects related to the health and safety of workers and environmental impacts, and evaluating any new collaborations with suppliers that guarantee the requirements present in this Policy;





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- Investing physical and economic resources in innovation and improving the infrastructure made available for the operation of its business processes;
- Evaluating and constantly controlling the environmental aspects and the consequent impacts that may derive from the activity carried out, in order to monitor any pollution or disturbance for the population and all concerned parties;
- Considering the respect for the environment, the territories and the people with whom we share spaces and activities, to ensure sustainable growth and respect of future generations;
- Continually improving environmental performances through the adoption of objectives such as reducing the impact of greenhouse gas emissions, using raw materials, water and other natural and energetic resources in the daily activities, as well as the impacts of our activities on protected areas and on plant and animal biodiversity;
- Involving, training and raising awareness of people by making them conscious of the importance of the consequences that their activities may have on health, safety and the environment.

All collaborators who, for any reason, work for **G.D S.p.A.** have progressively developed behavioral criteria based on integrated system principles; this behavior is the result of training, information and awareness activities that have involved all company personnel, making them aware of their individual obligations and the importance of each action. Furthermore, in-house staff, each according to their own competencies, is responsible for ensuring that the activities are carried out in compliance with the values and principles set out above. **G.D S.p.A.** certifies that protecting health, safety and the environment is everyone's responsibility.

G.D S.p.A. has activated appropriate communication channels and systems capable of ensuring a continuous and profitable exchange of information with all internal and external personnel; this document is also made known to all parties within the company and is transmitted to stakeholders by appropriate means and disclosure systems; in this regard, please refer to the company website <https://www.gidi.it> and in particular to the code of ethics of the COESIA S.p.a. Group.

Modification: rev. 9 – revision about CEO		
Checked and approved by:		Signature
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Approved by:		
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Issued by:		
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