

## HSE POLICY

### *Health, safety and environment*

Raccortubi's Management – focused on the Quality of its products, services and processes - has included in its ISO 9001 Quality Management System, a workplace Health and Safety Management System according to UNI ISO 45001 and an Environmental Management System according to UNI EN ISO 14001. This integration shows Raccortubi's management commitment to follow a policy which is oriented to the safety of the activities and protection of the environment executions and not only on the Customer's satisfaction. The commitment is done by real and continuous risks' check and impacts, opportunities and the definition of consequent actions.

Raccortubi's objective is to provide the Customer with high quality products and services, with reduced environmental impact, safeguarding the health and safety of all persons involved and protecting the environment.

The Company's policy for Quality, Health, Safety and Environment (HSE) can be achieved through the identification of clear goals, settled and shared by all.

The goals identified are:

#### ✓ **Customer satisfaction:**

Customer satisfaction can be reached by deep knowledge of Customer's needs, adapting all processes as far as possible to the customer's particular needs, both implicit and explicit, and monitoring the achievement of the all the steps agreed in the contractual phase. Being on time on deliveries, giving scheduled feedback about the order status till the complete execution of it, and feeling safe about the support given by the supplier, play a very important role in Customer's satisfaction and

#### ✓ **Health safeguard and safety:**

Raccortubi Management is committed to provide a safe working environment to safeguard the health and safety of its personnel, by implementing working methods in compliance with mandatory laws, which aim at eliminating all possible risk situations, accidents, injuries and occupational diseases, assessed with the involvement of all interested parties including workers and RLS.

The staff is adequately involved, trained and aware of the company policy and safety requirements; their correct application is monitored through periodic inspections and audits.

A prevention and protection system has been implemented, using professional figures to assist in risk assessment, identification of areas for improvement and application of mitigation actions. HSE performance and internal processes are constantly monitored, in order to improve it, in the belief that constant communication and cooperation of all colleagues can lead to the achievement of common goals.

In order to protect the health of all workers, a health surveillance programme is carried out in consultation with the competent doctor and in full compliance with current legislation. Additional examinations are periodically organised for employees, promoting wellbeing with thematic prevention and health protection campaigns.

The company uses products/substances and work equipment that present the lowest possible level of risk to health, carrying out technical surveys where necessary.

✓ **Respect for the environment:**

In order to minimise environmental impact and prevent any possible pollution, Management undertakes to:

Analyse all potential areas of environmental risk that may arise during the performance of normal work activities, especially if they are carried out in the presence of potentially polluting substances.

Implement a pollution prevention and environmental protection system in full compliance with the laws in force, establishing periodic monitoring of the impacts on the various environmental matrices.

To optimise the consumption of natural and energy resources, evaluating, as far as possible, methods of reusing them and raising the awareness of all personnel to a continuous commitment to reduce waste and to correct and responsible waste management.

Information is disseminated in a clear and documented manner through procedures and work instructions that take into account HSE objectives. Employees and contractors are encouraged to report any hazardous situations in order to contribute to the continuous improvement of our community. Suppliers are involved to the extent of their competence in achieving the objectives.

Raccortubi's Management is therefore committed to the continuous improvement of the management of the integrated system and of the relative performances, in order to guarantee a systematic control of quality, safety and environmental performances through constant monitoring.

Responsibility for planning and verification of safety and environmental issues is entrusted by the Board of Directors to the Legal Representative and Head of HSE Management Systems: the achievement and maintenance of these objectives will be constantly pursued through periodic annual review activities and training and information of personnel at all levels.

All employees of the Company are responsible for loyal cooperation and continuous performance of their duties in compliance with all aspects of the quality, health, safety and environmental management programmes.

24/07/2023

The Management

