

HEALTH AND SAFETY POLICY

Poggipolini S.p.A., throughout its business growth that has led the Company to become a leader in precision machining, hot forging, and complex machining of titanium, Inconel and special steel alloys, believes that: *"Occupational Health and Safety is a commitment that involves everyone. It is demonstrated not only through safe behaviour during work activities, but above all by creating suitable working conditions that enable people to work safely."*

This commitment is undertaken directly by the Company's Top Management, which, through its leadership, guides the Company both in its business processes and in achieving sustainable growth for people and the environment.

Poggipolini S.p.A. believes that its people are its most valuable asset and should be continuously developed in terms of skills and competencies while being fully protected with regard to health and safety. Over the years, this commitment has led the Company to invest in safer technologies and in rational, healthy and safe working environments where workers' health and physical integrity are protected and the occurrence of occupational injuries and diseases is minimized.

In this context, Poggipolini promotes prevention and continuous improvement through the adoption and proper use of suitable Personal Protective Equipment (PPE), the ergonomic design of workplaces, the assessment and reduction of ergonomic risks, and the controlled management of chemical substances and, where applicable, biological agents, in compliance with applicable legislation and company procedures.

The implementation of an Occupational Health and Safety Management System is considered both a strategic and operational decision for the Company. The effectiveness of this management system is ensured by Top Management, which exercises leadership and promotes a culture of commitment, consultation and participation at all levels and across all functions of the organization.

Poggipolini S.p.A. adopts ISO 45001:2018 – Occupational Health and Safety Management Systems – Requirements with Guidance for Use as its reference standard, together with the guidelines issued by INAIL for the implementation of the requirements of Italian Legislative Decree 81/08 and subsequent amendments.

In this context, Top Management considers the following factors to be essential for the successful implementation of the Occupational Health and Safety Management System:

- a) demonstrating clear leadership, commitment, accountability and responsibility for workers' health and safety;
- b) developing, promoting and maintaining a corporate culture that supports the achievement of continual improvements in occupational health and safety performance;
- c) communicating workplace hazards and risks effectively throughout the organization;
- d) consulting and encouraging the participation of employees and Workers' Safety Representatives (RLS);
- e) providing the necessary resources to ensure effective control measures and continual improvement;
- f) continuously monitoring the performance and effectiveness of the Occupational Health and Safety Management System, also with the support of qualified external experts where appropriate;
- g) integrating occupational health and safety into all business processes;
- h) establishing objectives aimed at preventing occupational injuries and work-related illnesses;
- i) establishing objectives to reduce risks while taking advantage of opportunities arising from technological innovation;
- l) ensuring compliance with all applicable legal requirements and collective labour agreements.

The main objectives of this Policy are:

- to communicate this Health and Safety Policy to all employees and collaborators;
- to provide all personnel with safe, healthy and comfortable workplaces together with technologically advanced equipment and work tools;
- to ensure the availability, correct use, maintenance and replacement of suitable Personal Protective Equipment (PPE) according to the risks associated with work activities, promoting its proper use through information, training and practical instruction;
- to design, organize and continuously improve workplaces according to ergonomic principles by assessing risks arising from manual handling, repetitive movements, awkward postures and the use of work equipment, with the aim of preventing musculoskeletal disorders and improving workers' well-being;

- to ensure the safe management of chemical substances and, where applicable, biological agents through dedicated procedures, risk assessments, Safety Data Sheet (SDS) management, proper labelling, appropriate storage methods, use of the required PPE and adequate training of the personnel involved, in compliance with applicable legislation, including REACH and CLP Regulations;
- to promote continual improvement of Occupational Health and Safety performance through the monitoring of performance indicators, the analysis of incidents, near misses, corrective and preventive actions, while encouraging the active involvement of all employees;
- to regularly review production processes by identifying risk areas and opportunities for improvement and by establishing objectives and targets aimed at preventing occupational injuries and diseases;
- to ensure the efficiency and safety of machinery and equipment through planned inspections and preventive maintenance programmes;
- to improve the methods used for recording, monitoring and preventing near misses, accidents and occupational diseases;
- to ensure full compliance with all applicable legal requirements, with particular reference to Italian Legislative Decree 81/08 and subsequent amendments;
- to ensure the involvement of Workers' Safety Representatives (RLS) as required by applicable legislation;
- to provide all personnel with appropriate information, education, training and practical instruction regarding occupational health and safety, promoting risk awareness, responsible behaviour and a strong sense of belonging to the Company;
- to ensure the health and safety of visitors during plant visits, inspections and business meetings;
- to promote the active involvement of all prevention and protection personnel through meetings, workplace inspections and training activities;
- to conduct regular emergency response drills at all production sites and implement any necessary corrective actions, including fire prevention and fire protection measures;
- to maintain open communication with suppliers and contractors in order to raise awareness of Poggipolini's Health and Safety Policy and achieve mutual benefits through responsible business relationships.

Specific roles, responsibilities and authorities are assigned to ensure the effective implementation of these objectives.

All Poggipolini S.p.A. personnel are encouraged to actively contribute to the implementation and continual improvement of this Health and Safety Policy, each according to their own responsibilities, competencies and abilities, in order to achieve the Company's occupational health and safety objectives.

This Health and Safety Policy shall be reviewed annually and whenever significant organizational changes occur, including business expansion, the introduction of new production processes or the implementation of new technologies.

San Lazzaro di Savena, 30 June 2026

Top Management