

## **Policy on Employees Health and Safety, Welfare and Training**

### **1. Introduction and field of application**

Mecoil Diagnosi Meccaniche believes that human health, work safety, welfare and professional training are a fundamental pillar to assure the prosperity of the Company and to contribute to the sustainable development of the Social Community.

Company Management commits, making available human, instrumental and financial resources, to pursue the objectives of continuous improvement, of the health, the safety, the welfare and the training of the employees, as an integral part of its own activities and as a strategic commitment for the bigger purposes of the Company.

The present Policy reinforces what already stated in the Ethical Code, and constitutes the Company commitment to promote the safeguard of the health, the safety, the welfare and the professional training of all the people working in its value chain.

It is responsibility of all the Employees in Mecoil Diagnosi Meccaniche to respect the principles contained in this Policy in all their operations.

### **2. Reference Principles**

Mecoil Diagnosi Meccaniche firmly believes that human contribution is fundamental and irreplaceable in the value creation of any enterprise or initiative, and therefore assigns a relevant portion of its resources to the protection, the promotion, the growth and the development of the human capital, mainly of Mecoil Diagnosi Meccaniche Employees, and in general of all stakeholders.

**Health and Safety:** Mecoil Diagnosi Meccaniche commits to promote a Company culture that guarantees appropriate health and hygienics working conditions; additionally, it commits to protect the health and safety of the Employees through the adoption of high health and safety standards, with the objective to prevent possible risks that could compromise the physical integrity and the health of all the subjects Mecoil Diagnosi Meccaniche interacts with.

**Culture, Training and Competencies:** Mecoil Diagnosi Meccaniche commits to promote the development of the human capital through the implementation of specific initiatives finalized to the professional and cultural growth of the Employees and of the subjects involved in the Company activities. In a wider perspective, Mecoil Diagnosi Meccaniche firmly believes that the culture and the global knowledge are an advantage for the people, and hence promotes their diffusion at all the levels Mecoil Diagnosi Meccaniche operates.

**Employees Well-being:** Mecoil Diagnosi Meccaniche commits to Employees well-being through the adoption of a Welfare Plan, renewed year after year and based on the platform of a primary National Bank, contributing to the support of the family balance.

### 3. Management modes

The principles adopted in the present Policy are put into practice by Mecoil Diagnosi Meccaniche through concrete actions that can consist in organizational and proceeding interventions, or specific activities aimed to:

- Comply with the applicable legal prescriptions, and the other prescriptions subscribed by the Company, related directly or indirectly to the specific area of health and safety protection at work;
- Provide healthy and safe work conditions to eliminate dangers, to prevent work accidents and reduce risks;
- Promote any initiative to prevent in any activities the occurrence of accidents, relevant or not, that might compromise the safety of collaborators and of surrounding communities;
- Continuously improve its performance about health and safety at work, with specific reference to the level of welfare and comfort of the Employees;
- Promote initiatives for consultation and participation of the Employees and Employees Representatives for the Safety also through the information, the training and the sensitization;
- Sensitize and inform all Employees and collaborators from external companies about the need to comply with safety and hygiene rules applicable to the activities to be performed at Mecoil Diagnosi Meccaniche premises;
- Train Employees and collaborators to effectively intervene during anomalous or emergency conditions, so that possible consequences are minimized;
- Select suppliers based on their respect of principles of health and safety protection of their employees and third parties;
- Manage products and use procedures guaranteeing the safety of the people living close to Company premises
- Promote transparent and collaborative relationship with public and private subjects, and local communities;
- Define and implement a training path for each Employee, based on collective sessions on common themes, and individual sessions on specific themes;
- Execute, making available the required financial coverage, an appropriate Welfare Plan to sustain expenses for health, culture, recreational, school, logistics, assistance to care-dependent relatives;
- Monitor the consistency of the Company rules, processes and practices with the contents of the present Policy and the Ethical Code.

### 4. Responsibilities and monitoring

The present Policy is approved by the Management and by the Board of Directors, who are responsible for the promotion, the diffusion and the respect of the principles described herein.

The specific responsibilities within the organization and the detailed modes are described in the document “Responsibilities and Monitoring of Sustainability Policies”.