



POLICY ON HEALTH, SAFETY AND THE PREVENTION OF MAJOR ACCIDENTS

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1. INTRODUCTION

The METLAC Group regards the protection of the health and safety of its workers, Stakeholders and third-party personnel operating in its industrial sites as a fundamental element to ensure sustainable growth, excellent product quality and a reliable service. Preventing major accidents and the safety of the plants, with particular attention to the Bosco Marengo site, as governed by Italian Legislative Decree no. 105 of 26 June 2015, are essential priorities.

Being aware of the strategic importance of health and safety in the organisation, the METLAC Group undertakes to operate in compliance with current regulations, to continuously improve working conditions and to guarantee the highest possible degree of safety. This commitment translates into a constant effort to safeguard the environment, the health and safety of its employees and all those who interact with the company, in compliance with the company's Code of Ethics and its values.

2. SCOPE OF APPLICATION

This Policy on Health, Safety and the Prevention of Major Accidents applies to all operations, production processes and activities carried out by the METLAC Group in its plants, with particular reference to the Bosco Marengo site.

It actively involves all employees, collaborators and third-party personnel operating within the company structures, promoting a shared culture of safety and prevention. In addition, the METLAC Group's commitment extends to ensuring that all processes and activities comply with current regulations and are focused on continuous improvement in order to safeguard the health and safety of every Stakeholder.

3. GOALS

The METLAC Group's Policy on Health, Safety and the Prevention of Major Accidents is designed to contribute significantly to improving the company's health and safety performance, integrating this performance as a central element of the organisational strategy. It ensures the effective management and timely control of risks by adopting a systematic, structured approach that promotes prevention and protection in every business situation.

It promotes the well-being of workers by creating a safe, healthy work environment that meets the comfort and protection needs of each individual. The Policy encourages the active participation of all employees and collaborators, recognising them as key players in the risk prevention process and in the promotion of a shared culture of safety. Through dialogue, training and raising awareness, the METLAC Group undertakes to build a climate of collaboration and mutual attention, where safeguarding health and safety is not only a regulatory obligation, but a shared value that guides the actions and behaviour of all those who work in the organisation.

4. PRINCIPLES

The METLAC Group has adopted a set of guiding principles for the management of Health, Safety and the Prevention of Major Accidents, with the aim of promoting a safe and sustainable work environment. Key principles include:

- **Regulatory compliance:** Ensuring full compliance with current international, domestic and local regulations on health, safety and the environment.
- **Application of best practices:** Being inspired by industry best practices and adopting advanced technologies and methodologies for the continuous improvement of business performance.
- **Continuous improvement:** Promoting a dynamic, proactive approach through the development and implementation of policies, guidelines and management systems that comply with the reference standards.
- **Resource optimisation:** Allocating the human, technical and financial resources necessary to ensure the effectiveness of initiatives aimed at improving safety, health and sustainability.
- **Training and awareness:** Promoting the awareness and involvement of employees, collaborators and suppliers, through training and information programmes that highlight the importance of safeguarding health and focusing on safety.
- **Meeting Stakeholder expectations:** Operating in line with the obligations assumed and the expectations of the Stakeholders, recognising safety and sustainability as essential values for the creation of long-term value.

5. COMMITMENTS

The METLAC Group is thoroughly committed to translating its principles into action and behaviour that promote health and safety at work, preventing major accidents and ensuring the well-being of all those who interact with the company. The commitments made represent a fundamental pillar of the company's culture and guide daily activities towards achieving safety and sustainability goals.

The METLAC Group undertakes to:

- Constantly assess occupational health and safety risks, managing them with the aims of preventing accidents, injuries and occupational diseases and of providing safe and healthy working conditions.
- Comply with legal and voluntary requirements regarding the prevention of accidents, including major ones, and to safeguard the health and safety of workers.
- Prevent major accidents and occupational diseases and to safeguard the safety of workers, the general population and the environment.
- Increase the awareness of workers, both direct and indirect, regarding the risks of accidents and their prevention, particularly major accidents, through training, information, education,

monitoring and the active participation of workers and their representatives (the Workers' Safety Representative, RLS).

- Develop and maintain appropriate emergency procedures, in collaboration with the competent authorities.
- Involve contractors and suppliers in the prevention of accidents, including major ones.
- Ensure personnel are continuously trained in risk management, occupational safety and emergencies.
- Constantly monitor and analyse the performance of the safety management system, with the aim of reducing accidents, near misses and occupational diseases.

With regard to the prevention of major accidents, the METLAC Group undertakes to:

- Implement, adopt and maintain a Prevention of Major Accidents Safety Management System compliant with UNI 10617, proportionate to the hazards and complexity of the industrial activities.
- Implement and maintain a Health and Safety Management System compliant with ISO 45001, integrating safety management into daily operations.
- Analyse the risks related to company activities and intervene to reduce hazards and minimise residual risks, guaranteeing the efficiency of plants and machines through periodic maintenance and checks.
- Promote a culture of safety, constantly raising staff awareness of responsible behaviour and the prevention measures to be adopted.
- Ensure that all workers are informed about the potential risks, in particular any serious hazards, and that they receive appropriate training to deal with them with caution and responsibility.

This approach ensures a comprehensive, integrated view of the METLAC Group's commitments to occupational health and safety, accident prevention and continuous improvement.

6. THE ROLES AND RESPONSIBILITIES OF THE PARTIES INVOLVED

6.1 APPROVAL AND REVIEW

This Policy document was prepared by HSE&S in October 2024 in collaboration with the main METLAC Group corporate functions on the Operations Committee. This version has been approved by the METLAC Group's Board of Directors.

This document may be revised or amended in the event of a change or update to the Strategic Plans, as a result of mandatory regulatory aspects or organisational needs. Any new documents, in order to be considered valid, shall be submitted to and approved by the Board of Directors.

6.2 DISSEMINATION

This Policy is made available to all Stakeholders and published in the Sustainability section of the METLAC Group's institutional website, together with the Sustainability Report within which the company's social, environmental and economic performance is reported transparently [<https://www.metlac.com/sostenibilita/>].

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7. GLOSSARY

Code of Ethics. The document containing a series of social and moral rules, drawn up by the company, and to which every member of the organisation is to adhere (page 3).

Italian Legislative Decree no. 105 of 2015. Implementation of Directive 2012/18/EU on the control of major-accident hazards involving dangerous substances (page 3).

HSE&S: the acronym for the *Health, Safety, the Environment & Sustainability* function (page 5).

ISO 45001. This is the international standard for Occupational Health and Safety (page 5).

Performance. This refers to the result obtained by a party, who is an individual or a team, in the execution of a certain task (pages 4-5-6).

Workers' Safety Representative, RLS. The natural person appointed by the workers themselves to represent them in matters of safety (page 5).

Prevention of Major Accidents Safety Management System. The system to which the Bosco Marengo plant is subject, including the companies METLAC SPA and CERITEC SRL (page 5).

Stakeholder. A natural or legal person who interacts directly or indirectly with the organisation. Employees, customers, suppliers, etc. are Stakeholders (pages 3-4-6).

UNI 10617. This standard specifies the basic requirements of a safety management system applicable to every phase of a plant's life cycle and the requirements for carrying out operational activities (page 5).