

SAMMONTANA GROUP POLICY

Health and Safety Policy



SAMMONTANA
ITALIA

Edition 2025 – 2026

1. Objective and Scope of Application

Sammontana Group considers Occupational Health and Safety as one of its fundamental pillars and places the human being at the centre of its attention, whether an employee or a supplier operating within and on behalf of the Organisation.

In line with this philosophy, the Group allocates the human, technical, and financial resources necessary to advance workers' health and safety, recognising them as an integral part of its operations and a strategic commitment aligned with the Company's broader objectives, in accordance with the outcomes of the Risk Assessment and the defined risk acceptability criteria.

2. Company Commitment

Sammontana Group commits to:

- complying with laws and regulations, specific requirements, technical standards and management system standards, contracts, and agreements;
- recognising the needs of customers, employees, and interested parties, and orienting activities and resources accordingly;
- carrying out accurate and precise identification of risks present in its business processes, followed by analysis and assessment in terms of likelihood of occurrence and hazard to workers;
- ensuring continuous monitoring of processes and activities to verify compliance with procedures and the defined prevention and protection measures;
- planning and periodically delivering safety training courses to ensure compliance with legal obligations and to continuously enhance workers' safety culture and knowledge of processes/machinery/equipment;
- adopting the best prevention, surveillance, and protection measures to eliminate/reduce accidents, injuries, and occupational diseases, improve performance, and ensure control of potential effects on workers;
- pursuing continuous improvement of process and activity efficiency, ensuring the necessary human, organizational, technological, and financial resources for the clear definition of operating methods, roles, and responsibilities;
- ensuring communication with customers, employees, interested parties, and competent authorities, providing information on performance and welcoming requests and reports;
- involving and consulting workers on occupational health and safety, including through their safety representatives;
- disseminating and promoting the company policy by raising awareness among suppliers and contractors and encouraging them to adopt similar commitments;

- developing and maintaining active plans to address and manage emergency situations in collaboration with internal and external services, competent authorities, and the local community;
- ensuring, through the definition of appropriate improvement programs, that the management of machinery, plants, equipment, and workplaces is always maintained and conducted with the aim of reducing potential impacts on workers and interested parties;
- promoting cooperation and coordination actions among different company resources and with external companies;
- periodically conducting management reviews to verify adequacy and effectiveness of performance, with a view to continuous improvement.

3. Operational Process

To pursue the objectives of improving workers' health and safety, Sammontana Group commits to maintaining an active and effective Occupational Health and Safety Management System (OHSMS), which is an integral part of its organisational structure.

4. Roles and Responsibilities

Sammontana Group organises its entire corporate structure—Employer, delegated Managers, RSPP (Prevention and Protection Service Manager), Safety Managers, supervisors, safety officers, employees, and temporary workers—so that everyone participates, according to their responsibilities and competencies, in achieving the established safety objectives.

<i>Safety</i>	Maintains and updates the system in line with any regulatory developments.
<i>HR</i>	Coordinates training, health surveillance, and onboarding processes, ensuring skills management and proper communication of roles and responsibilities in the field of Health and Safety.
<i>Sustainability</i>	Oversees the Policy and supports its alignment with the organization's ESG objectives.
<i>Board of Directors (BoD)</i>	The Board of Directors approves this Policy and oversees its implementation at least on an annual basis.

5. Lack of Due Diligence

In the event of non-compliance with this policy, the assessment and management of any violations are the responsibility of the Legal Department.
Any violations of this Policy may be reported through the dedicated reporting channel available via the following link:

<https://www.sammontanaitalia.com/it/area-legal/segnalazioni-whistleblowing.html>

Empoli, November 3, 2025