

Occupational Health and Safety Policy

Occupational Health and Safety Management System

This policy applies to MER MEC and all its subsidiaries. The Management of the MERMEC Group, with the aim of ensuring:

- The Health and Safety of workers, including external workers, consultants and subcontractors who work at the Group's offices and construction sites, preventing accidents and occupational diseases;

undertakes to ensure that MERMEC Group Companies:

Implement, activate, maintain and improve over time the Management Systems for Occupational Health and Safety, according to UNI EN ISO 45001, determining and communicating its field of application.

Context of the organisation

Analyse its context ensuring identification and periodic review:

- Relevant internal and external factors;
- Stakeholders and their needs and expectations.

Leadership and Resources

- Identify and assign roles, responsibilities and authorities necessary for the functioning of the Occupational Health and Safety Management System;
- Promote the culture of Health and Safety, guiding and supporting people to contribute to the effectiveness of the management system;
- Provide the necessary resources for the effective implementation and maintenance of the Occupational Health and Safety management System.

Consultation and Participation of Workers

Activate effective processes for the consultation and participation of workers at all applicable levels and functions, also through the appointment of their representatives, aimed at planning, developing, implementation, evaluation of effectiveness and continuous improvement of the Occupational Health and Safety Management System.

Compliance obligations

Determine their compliance obligations arising from legal or other voluntary requirements and ensure that they are always met in the application of all primary and support business processes.

Risk and Opportunity Assessment

- Continuously and proactively identify hazards and assess risks and opportunities to occupational health and safety arising from the analysis of the internal and external context, stakeholders and compliance obligations;
- Identify, implement and verify the effectiveness of countermeasures necessary for eliminating risks at source or, where not possible, minimising them and the actions necessary to pursue opportunities.

Competence and awareness

Promote the process of growth and active involvement of human resources, implementing training and awareness programmes for the personnel at all levels, ensuring that they are aware of the importance and relevance of their activities and how they contribute to the achievement of company objectives, through the application of procedures, principles of good professional practice and legal and regulatory requirements.

Communication

Disseminate and inform, in the company and abroad, on the Occupational Health and Safety policy, on the results achieved and on the improvement plans through:

- Posting of the Occupational Health and Safety policy statement in communication points within the company and publication on company websites;
- Constant publicity of the Occupational Health and Safety objectives and performance achieved through the means of communication available.

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Operational controls

In the implementation of company processes, apply, with a life cycle logic, the operational controls necessary to ensure the prevention of incidents, accidents and occupational diseases of workers and the protection of their Health and Safety.

Emergency preparedness and response

Be prepared and trained to respond to emergencies with an impact on the Health and Safety of Workers that may arise in the implementation of processes.

Monitoring and improvement of OHSMS

- Maintain constant monitoring of the degree of compliance of the Occupational Health and Safety Management System through:
 - Internal and/or external audits;
 - Correction of non-compliance and implementation of corrective actions;
 - The periodic review of the Occupational Health and Safety Policy and Management System;
- Implement specific programmes to improve the performance of Occupational Health and Safety based on the analysis of risks and opportunities and pursuing the logic of the hierarchy of controls:
 - Elimination of hazards;
 - Replacement with less dangerous processes, operational activities, materials and equipment;
 - Implementation of technical design measures and reorganisation of work;
 - Implementation of administrative measures including information, training and instruction;
 - Use of personal and collective protective equipment.

All personnel of MERMEC Group companies, at any level, according to the authorities and responsibilities received, are responsible for the timely application of the requirements contained in the respective Occupational Health and Safety Management Systems implemented.

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True and faithful copy of the Italian Version

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