

Health and Safety Policy

MER MEC STE Top Management,

with the aim of guaranteeing:

- health and safety of workers, preventing accidents and occupational diseases;
- the healthiness and safety of the workplace;

commits itself on:

Health and Safety Management System

- implement, carry out, maintain and improve over time the Health and Safety Management System, according to the UNI EN ISO 45001, determining and communicating its field of application.

Organization Context

- analyse its context ensuring identification and periodic review of:
 - 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 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;
- make available the resources necessary to ensure that the Health and Safety management system is effectively implemented and maintained.

Consultation and Participation of Workers

- activate effective processes for the consultation and participation of workers at all applicable levels and functions, including through the appointment of their representatives, aimed at planning, developing, implementing, evaluating the effectiveness and continuous improvement of the Health and Safety Management System.

Compliance obligations

- determine its compliance obligations arising from legal or other voluntary requirements and ensure that they are always satisfied in the application of all primary and support business processes.

Risk and opportunities analysis

- continuously and proactively identify hazards and evaluate health and safety risks and opportunities arising from the analysis of the internal and external context, stakeholders and compliance obligations;
- Identify, implement and verify the effectiveness of the countermeasures necessary to eliminate risks at source or, where not possible, minimize 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 programs for staff 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 current legal and regulatory requirements.

Communication

- disseminate and inform, in the company and externally, about the Health and Safety policy, the results achieved and the improvement plans through:
 - posting of the declaration of the Health and Safety policy in communication points within the company and publication on the company websites,
 - constant promotion of the Health and Safety objectives and performance achieved through the available means of communication.

Operational controls

- in the implementation of business processes, apply, with a life cycle logic, the operational controls necessary to ensure the prevention of accidents, injuries 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 improving the HSMS

- keep constantly monitored the degree of compliance of the Health and Safety Management System through:
 - internal and/or external audits,
 - the correction of non-conformities and implementation of corrective actions,
 - the periodic review of the Health and Safety Policy and Management System;
- implement specific programs to improve the Health and Safety performance based on risk and opportunity analysis and pursuing the logic of the hierarchy of controls through:
 - Elimination of hazards,
 - Replacement with less dangerous processes, operational activities, materials and equipment,
 - Implementation of technical design and work reorganization measures,
 - Implementation of administrative measures including information, education and training,
- Use of personal and collective protective equipment.

The whole MER MEC STE staff, at any level, according to the authorities and responsibilities received, is responsible for the exact application of the prescriptions contained in the Health and Safety Management System implemented.

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