

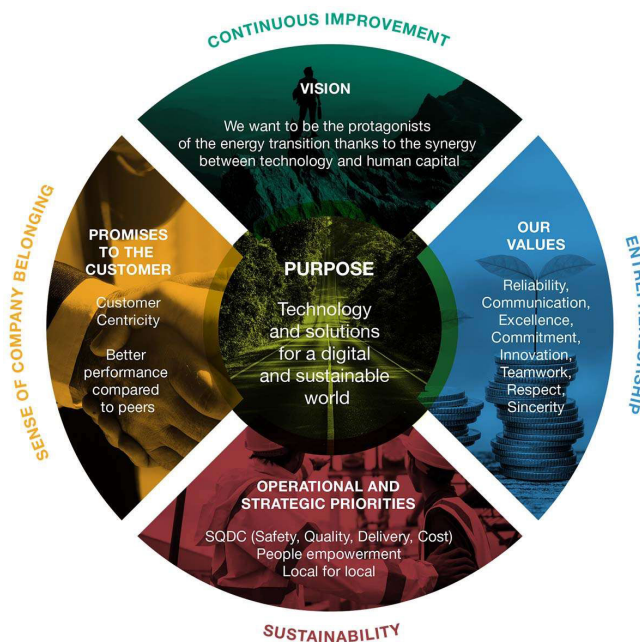
HEALTH AND ENVIRONMENTAL SAFETY POLICY



Pietro Fiorentini S.p.A.

- Believes that its employees are a key resource for the organisation; therefore, it sets itself the primary goal of ensuring their well-being and safeguarding their **health** and **safety** in the workplace;
- Has always been committed to safeguarding the **environment**, which it believes is an essential factor for everyone's quality of life, as well as a fundamental characteristic for the quality of economic development;
- Is aware that **quality** should be across the board and form a basis for all aspects of defining the strategies themselves;
- Provides adequate human, instrumental and financial resources to pursue the goals described in the sections below;
- Endeavours to continuously improve its management systems in order to increase their performance and efficacy.

What has been mentioned above and the commitment that Pietro Fiorentini S.p.A. undertakes towards all stakeholders, such as Customers, Shareholders, Employees, Suppliers, the Public Administration and, in any case, all structures operating in the local areas form the basis for the definition of concepts contained in the **Vision** and **Mission**, that are available on the organisation's official website, and in the **Corporate Compass** and in the **Values** charter as a general guideline.



VALUES

- / **Reliability**
- / **Excellence**
- / **Respect**
- / **Communication**
- / **Innovation**
- / **Team Work**
- / **Sincerity**
- / **Commitment**



HEALTH AND SAFETY

With regard to occupational health and safety, Pietro Fiorentini endeavours to:

- Adopt and maintain a management system based on continuous improvement to monitor the activities carried out inside the organisation and ensure that the applicable legal requirements and those laid down by the Standard UNI ISO 45001:2018 are met;
- Diffuse and implement said management system inside the organisation;
- Identify specific responsibilities with regard to health and safety;
- Assess the risks associated with the activities carried out and plan improvement actions aimed at eliminating the dangers and minimising the risks, involving all the stakeholders – also through consultation and participation of the workers' representatives;
- Identify the training and information needs of its employees with the proper and prompt performance of specific activities through specific training plans and projects;
- Make available work environments that contribute to the health and well-being of its employees;
- Make available equipment and systems, used for business activities, which are compliant with current regulations and ensures that these features are maintained over time;
- Carry out monitoring and prevention activities regarding the health status of its employees;
- Ensure that any critical issue is promptly dealt with and that appropriate actions are taken to solve it and avoid recurrence;
- Ensure that the necessary monitoring activities regarding compliance with the rules set forth are carried out by all parties concerned;
- Review the performance of the management system, promoting its updating when needed;
- Require that any external parties, when present in their pertaining areas, maintain a conduct that is in line with company rules.



PROTECTION OF THE ENVIRONMENT

Sustainable Development is a global and strategic environmental goal. It expresses the concept of a development that considers the need to safeguard both the natural environment and non-renewable natural resources for future generations. Pietro Fiorentini S.p.A. firmly believes that it has an important role in achieving this goal. The commitment to sustainable development is understood as maintaining legislative compliance, prevention and continuous improvement through:

- The control and improvement of the quality and quantity of emissions into the atmosphere;
- The optimal management of waste produced, promoting recycling or recovery where possible;
- The control and improvement of water drains;
- The containment of noise pollution;
- The involvement of all internal personnel and those who work on behalf of the company, so that everyone acquires environmental awareness and is able to contribute to a good overall result.

**QUALITY**

When it comes to quality, Pietro Fiorentini S.p.A. endeavours to:

- ▶ Listen to and interpret customers' needs and requirements in an international context, proposing innovative and cutting-edge solutions, in compliance with the regulations in force (e.g. Product Directives, specific for branded products);
- ▶ Listen to and interpret employees' expectations of growth, proposing training and professional growth paths;
- ▶ Improve the efficiency of internal processes, implementing "Lean Management" techniques and pursuing continuous improvement;
- ▶ Propose policies of "partnership" with suppliers for common growth and development of new solutions;
- ▶ Guarantee the harmonious and balanced economic development of the Company by implementing and maintaining a Management System in accordance with the standards UNI EN ISO 9001:2015 and API SPEC Q1 9th edition (Errata 2 Addendum 2), ISO/IEC 80079-34:2018, and - exclusively for the Chromatographic Analysis laboratory - in accordance with the standard UNI EN ISO/IEC 17025:2018.

Italy, June 2022.

■ ■ ■ Mario Nardi

Managing Director - Chief Executive Office
Pietro Fiorentini S.p.A.