

HSW POLICY (PS2020)

On the Management Regulation by voluntarily complying with standard **ISO 9001:2015 and ISO 14001:2015** to ensure that the company has a compliant Safety Management System that is totally connected to the Integrated Quality and Environment System, in total compliance with **Model 231** and with the **Responsible Care Programme**, Lechler has introduced the Risk Assessment of Achieving Goals, "*Risk Based Thinking*", thus implementing the same guidelines that were adopted for the Quality Management System **ISO 9001:2015**, with indications provided by Standard ISO 31000:2010, "Risk Management".

In the general framework of the new Risk Assessment introduced into the Integrated Management System, all significant Processes have been identified in the HSW framework. These have been assessed considering the Contexts defined in the Organisation, both inside and outside the same, also introducing their Relative Component, namely Economic, Social and Compliant, and the level of Final Residual Risk.

From the Risk Assessment of Achieving Goals, Lechler has decided to Take the Opportunity as a tool of ongoing improvement, also identifying any threats, in case of objective evidence.

Lechler applies a strong Leadership with evident Responsibility in the framework of its own Organisation, both in defining HSW Goals/Targets and in providing adequate Competent Resources to achieve said Goals and Targets, to ensure Prevention and Protection for Workers and for the Corporate Structure itself.

As such, this Policy is the Management's expression of responsibility regarding HSW, and is binding for all company employees.

The Management's commitment to ensure HSW entails:

Commitment to the principle of continuous improvement, applicable to processes, the integrated management system and, as a consequence, Health and Safety in the Workplace (HSW) performances; **Commitment** to preventing potential instances of non-compliance, HSW risks and the **commitment** to scrupulously comply with legally-binding legislation and specifically that relating to HSW; **(IOLEC 4.3.2)**

commitment to regard HSW and related results as a key part of corporate management;
commitment to provide human resources with all necessary tools;
commitment to involve all company departments in pursuing the policy in a healthy and safe working environment.

In establishing these **commitments**, however, the Lechler management is aware that responsibility for HSW management resides with the entire company, from the Employer right through to every individual employee, each according to their own attributes and expertise, and invites employees to reflect on this fact.

Lechler S.p.A. also considers its Mission to be that of:

Promoting the identification of company employees with the quality, safety and environment policy and the sharing of company goals, fostering training, the understanding of individual roles in the company and individual responsibility;

Increasing training and awareness activities so they can carry out their roles safely and assume their HSW responsibilities;

Guaranteeing and developing effective two-way communication with all personnel and with workers' representatives;

Pursuing the attainment of the quality goals in conditions of economic efficiency;

Drafting and fine-tuning safety plans containing measures and procedures designed to prevent accidents and emergencies and contain their effects;

Maintaining an open dialogue with suppliers, demanding that their conduct be consistent with this policy;

Carrying out checks, inspections and audits designed to identify and prevent potential instances of non-compliance with the requisites of the reference management system;

Developing and maintaining open and cooperative relations with local authorities and, generally, with all parties concerned, constantly developing and improving its management processes, based on both Binding and voluntary standards.

Every year this policy and the entire system will be re-examined during the Management Review process to verify its efficacy and the need for any updates. The goals and plans for the following year will also be established and later communicated to the company's employees.

During the Review of the Management System, the Management shall assess the Internal and/or External contexts in order to observe improvements or implement the necessary changes.

| REVIEW | DATE | PRODUCED BY | APPROVED BY |
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