



ALMAVIVA GROUP HEALTH
AND SAFETY POLICY

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1. INTRODUCTION

Almaviva Group accompanies the growth of the country's system, supporting enterprises in the new challenges they must face in order to remain competitive in the digital age and innovating its own business model, organization, corporate culture, and information and communications technology.

As a technology company, we are dedicated to contributing to sustainable development through innovative technologies that have a positive impact on the planet and on the people who live on it.

2. OUR COMMITMENT

As part of our corporate vision, we recognize the value of creating a healthy and safe work environment and are committed to fostering and promoting a culture that puts people's health and safety first.

To this end, we uphold the highest standards of health and safety in the workplace, ensuring healthy and safe work environments, preventing occupational injuries and illnesses, monitoring the risks and hazards present in the workplace, and taking appropriate corrective actions to mitigate them.

3. OUR PRINCIPLES

3.1. Legislative Compliance and Occupational Health and Safety Management System

We promote the culture of safety by raising awareness at all levels and adopting universally recognized standards and guidelines.

We are committed to complying with occupational health and safety laws and regulations and exceeding the minimum standards set by them, including adopting the best practices of the industry in which we operate.

To this end, we have implemented the Occupational Health and Safety Management System ("SGSSL"), certified according to the ISO 45001 standard, to establish the principles and identify the appropriate tools to ensure the health and safety of our employees within the workplace, in relation to the tasks performed by them.

We continuously monitor the health and safety of our employees within the workplace and in the performance of their professional duties. We are committed to upholding all occupational health and safety requirements through internal audits conducted by the Quality and Customer Satisfaction department as well as periodic audits conducted by the external certification body DNV.

3.2. Identifying Hazards, Analyzing and Managing Risks

We identify work-related hazards in order to take appropriate preventive measures and anticipate potential harm.

We assess and analyze risks to identify opportunities for improvement. We make a dedicated "Service Portal" available to our employees, through which they can open a ticket to report anomalies, hazardous situations, and near-miss incidents.

3.3. Health Surveillance

We conduct health surveillance in order to prevent the occurrence of occupational illnesses. We subject our employees to preventive and regular doctor's visits, also upon request of the employees themselves and in the event of an absence exceeding 60 days for proven health reasons.

3.4. Continuous Training

We recognize that employee awareness is the key to establishing and spreading a culture of occupational health and safety, ensuring that everyone has the knowledge necessary to identify, address, and prevent hazards.

We ensure that our employees acquire the necessary skills related to occupational health and safety (OHS) by providing mandatory training as required by law and, when necessary, offering specialized training courses. We share important information regarding OHS with all levels, covering aspects such as: the company's OHS organization, the appropriate behaviors to adopt to ensure safe work conditions and those to be adopted in case of emergency, and the reporting tools for OHS purposes. With the goal of enhancing health and safety training, we provide all employees with additional and in-depth informational materials that address various topics of common interest, including: ergonomics, home office, fire safety, occupational health, occupational injuries, and safety regulations.

3.5. Suppliers

In the Supplier Code of Conduct, we expressly commit to ensuring that the principles recognized and implemented by Al maviva Group regarding occupational health and safety are acknowledged and adopted throughout the supply chain.

4. ADDITIONAL INFORMATION

In implementing this Policy, the Al maviva Group pledges to continuously improve the document in order to evaluate the results achieved and review the measures put in place so that these remain consistent and appropriate with the corporate work environment.

Al maviva Group Health and Safety Policy is supplemented by other corporate policies and principles, specifically:

- Group Policy
- Code of Ethics
- Environmental Policy
- Supplier Code of Conduct
- Policy on Human Rights, Diversity, Gender Equality, Slavery, and Human Trafficking
- Principles of the ISO45001 standard on Health and Safety

Details regarding the Al maviva Group's commitment to these issues are available on Al maviva website in the *Corporate Governance* section and in the published *Sustainability Reports*.