



## HEALTH, SAFETY, ENVIRONMENTAL AND ENERGY POLICY

“Gomet” acknowledges:

- the Code of Ethics: Honesty, Integrity, Respect, Responsibility;
- the Fundamental Health, Safety and Environmental Principles: Active and Visible Leadership, Employee Engagement, Organizational Resilience, Risk Management;
- Health, Safety and Environmental Values: Care, Courage, Collaboration, Performance Driven, Accountability;

as fundamental and essential elements in the performance of all business activities, in internal relations, with Customers, and with all those with whom we interact.

The careful analysis of risks and opportunities related to Health, Safety, Environment and Energy factors provides us with a reference framework for setting ambitious objectives.

The location of our site in an area rich in diverse natural elements, the growing awareness of civil society, our professional and competent customers and suppliers, and the increasing involvement of employees and collaborators provide us with further motivation. We are convinced that the proper management of Health, Safety, Environment and Energy matters represents a fundamental driver of growth for our company.

Through the application of company procedures and the pursuit of specific improvement programs, we and our collaborators

### **commit to:**

- ensuring compliance with legal requirements and other applicable requirements;
- aiming for the continuous improvement of the performance of the Health, Safety, Environment and Energy Management Systems;
- defining, implementing and reviewing specific and measurable Health, Safety, Environment and Energy objectives;
- monitoring, measuring, analyzing and evaluating the effectiveness of the management system, with reference to: hazards, risks and opportunities, effectiveness of operational controls, compliance with legal requirements and other applicable requirements, and improvement objectives;
- promoting and disseminating a corporate culture that incorporates Health, Safety, Environment and Energy aspects into daily operational activities and strategic decision-making processes;
- promoting and spread a conscious mindset focused on risk management (risk-based thinking);
- developing and maintaining a Management System compliant with the relevant international standards (UNI EN ISO 45001, UNI EN ISO 14001, UNI EN ISO CEI 50001), which provide an effective reference for application, maintenance and continuous improvement;

- implementing effective prevention measures against incidents, injuries, pollution, and occupational diseases related to Health, Safety and Environment;
- providing adequate resources (technical, financial and professional) to ensure fulfillment of the commitments undertaken;
- adopting the Hierarchy of Controls for the management of Health, Safety, Environment and Energy:
  - **Eliminate** the source of hazard / pollution / energy demand through prevention;
  - **Substitute** the hazard with less hazardous / less polluting alternatives, encourage Reuse / lower energy impact / renewable sources;
  - **Engineering controls** to reduce risk / environmental impact, and promote Recycling / energy consumption reduction;
  - **Administrative controls** to promote virtuous behaviors and, where possible, Recovery / reduction of waste;
  - **At the bottom of the hierarchy:** the use of PPE, Waste Disposal / reduction of waste;
- adopting proactive practices to fight against waste, reduce consumption, improve energy efficiency and measure performance;
- ensuring proper waste management, from origin through to final treatment, whether recovery or disposal;
- identifying hazards and applying risk assessment and management processes to control Health, Safety and Environmental risks in all aspects of company operations;
- engaging and raising awareness among personnel so that they are conscious of their role and specific responsibilities in relation to Health, Safety, Environment and Energy aspects, including through training, information and instruction;
- being available to communicate externally information regarding the Health, Safety, Environment and Energy policy;
- carrying out ordinary and extraordinary maintenance, inspections and periodic checks to ensure the safe and reliable operation of machinery, systems and equipment, including atmospheric emissions;
- analyzing and ensuring the full satisfaction of the needs and expectations of the interested parties deemed relevant;
- implementing effective worker consultation processes: reporting, analysis, consultation, corrective actions, and effectiveness verification;
- monitoring the impacts of the various company changes on the management system. Changes may create improvement opportunities, but they may also create new hazards and new risks.

**Furthermore,**

we consider the continuous training of employees and external collaborators an essential tool for the proper understanding and application of the principles of respect for and care of Health, Safety, Environment and Energy.