

## HSE & SA POLICY

Maire Tecnimont S.p.A. is committed to providing workplaces in compliance with applicable legal requirements and the highest Health, Safety and Environment (HSE) and Social Accountability (SA) international standards, focusing on the environmental protection, the health and safety of employees and third-parties during all activities, and the improvement of working conditions for all staff, considering its employees as a strategic resource by guaranteeing respect of their rights, promoting their professional and personal development in every area of the Group.

Our approach to HSE&SA culture aims to comprehensively facilitate the overall strengthening of HSE&SA awareness and to make sure the HSE&SA “Safethink” vision is applied by everyone in each single activity. The commitment to HSE&SA is periodically renewed by the Group by adhering to the UN Global Compact Ten Principles and by implementing a clear Sustainability Vision with specific commitments and goals in line with the relative Sustainable Development Goals.

Our objective is the monitoring, coordination and direction of the HSE&SA Management Systems applied by Group’s certified companies, according to the international standards UNI EN ISO 14001:2015, UNI EN ISO 45001:2018 and SA 8000:2014, and aimed at continual improvement.

In particular, the Corporate HSE&SA Management System has been defined in order to:

- ensure the full compliance of subsidiaries with all applicable legal requirements including national and international laws, local requirements, agreements with authorities, customers’ contractual requirements, as well as voluntary principles and codes of conduct;
- ensure the endorsement of subsidiaries with reference to HSE&SA Policies, plans, objectives and targets;
- monitor the efficiency, effectiveness and continuous improvement of the subsidiaries’ HSE&SA Management Systems;
- ensure that the selection of suppliers and subcontractors by subsidiaries is carried out according to the Corporate HSE&SA Management System requirements;
- ensure that each legal entity shares its HSE&SA performance data with the Group, publishing them and sharing them with all interested parties and stakeholders through the Group Sustainability Report;
- achieve all HSE objectives considering the commitment to eliminate hazards and reduce OH&S risks and environmental impact, and the commitment to the consultation and participation of all staff;
- put in place the “Safethink Rules for Life”, ensuring zero-tolerance;
- ensure dialogue is used as a basic tool for the accomplishment and improvement of Social Accountability, through the involvement and consultation of workers and stakeholders, including through the SA8000 workers representatives of certified companies.

The Management guarantees its permanent commitment and support to all personnel for the correct and responsible implementation of the established HSE&SA Management Systems. The Corporate has appointed the Head of Group HSE&SA and Project Quality as the HSE&SA Management Representative, with the responsibility for the development, maintenance, monitoring and direction of the HSE&SA Management Systems applied by Group’s certified companies.

Alessandro Bernini  
Chief Executive Office

