

# OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT POLICY

**ENDURANCE OVERSEAS SRL** believes that its development and success cannot be separated from the culture of environmental protection and attention to the safety and health of people.

The principles and guidelines for the management of the Group's companies focus on respect for human rights and the protection of the environment, health and well-being of its employees, as primary and fundamental elements in the exercise and development of its activities.

The Group pays the utmost attention to the internal and external context in which it operates, to the requirements and vision of the parties involved and, with a view to "Risk Based Thinking", directs the objectives of Group companies to improve performance in terms of the environment and safety and to comply with applicable legal obligations.

The Group's strategies comply with the Code of Ethics approved by the Board of Directors and with the fundamental principles of the International Code "ESG - Environmental, Social and Corporate Governance" of the Parent Company.

In order to harmonize and improve the management systems adopted by the individual companies, the Group adopts a Multisite Environmental and Safety Certification System.

To this ends **ENDURANCE OVERSEAS** releases this information to all parties involved, focusing on:

- Continuously pursue the improvement of the system and its environmental and safety performance;
- Fulfil your legal obligations regarding the environment, safety and health protection;
- Comply with the provisions of the most qualified international standards and with the requirements of the Parent Company's directives;
- Prevent and reduce risks to the health and safety of workers and environmental impacts in each activity:
  - i. considering the aspects of health and safety and the environment essential from the design/start-up phase of new activities;
  - ii. ensuring the health and safety of the working environment;
  - iii. subjecting the company's activities to health monitoring and surveillance;
  - iv. adopting preventive actions to protect safety and health aimed at reducing the probability of emergencies, accidents, accidents and the development of occupational diseases;
  - v. reducing the consumption of resources and materials and committing, where possible, to recovery and recycling.
- To take care of the awareness and continuous training of management and all personnel on environmental, safety and health issues;
- Ensure the consultation and participation of all workers and their representatives;
- Raise awareness and proactively involve suppliers, contractors and customers, adopting responsible behaviour towards the environment and safety.

Date

Jan 2019

The Chief Executive Officer



Massima Venuti