

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 people's health and safety.

The principles and guidelines for the management of the Group's companies pay attention to the respect of 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", it directs the objectives of the 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 the fundamental principles of the International Code "ESG-Environmental, Social and Corporate Governance" of the Parent Company.

In order to harmonise 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 its legal obligations regarding the environment, safety and health protection;
- Comply with the requirements of the most qualified international standards and the Parent Company's directives;
- Prevent and reduce risks to workers' health and safety and environmental impacts in each activity:
 - i. considering health and safety and environmental aspects essential from the design/start-up phase of new activities;
 - ii. guaranteeing 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 likelihood of emergencies, accidents, injuries and the development of occupational diseases;
 - v. reducing the consumption of resources and materials and committing itself, where possible, to recovery and recycling.
- To ensure the awareness and continuous training of management and all personnel on environmental, safety, health and health issues and the management of possible emergency situations;
- Ensure the consultation and participation of workers and their representatives;
- Raising awareness and proactively involving suppliers, contractors and customers, adopting responsible behaviour towards the environment, safety and public health.
- Activate specific channels of communication with health authorities for the management of public emergency situations.

Date
25/02/2020

ENDURANCE OVERSEAS S.r.l.
C.E.O.