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TITLE:		EHS MULTISITE POLICY		

POLICY ON THE ENVIRONMENT, HEALTH AND SAFETY AT WORK

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 welfare 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 concerned and, with a view to "Risk Based Thinking", it directs the objectives of the Group companies towards improving environmental and safety performance and complying with the 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 "ESG-Environmental, Social and Corporate Governance" Code of the Parent Company.

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

Company belonging to Endurance Group, circulates this document to all parties involved to communicate its commitment to:

- Continuously pursue the improvement of the System and its environmental and safety performance;
- Fulfil its legal obligations in the field of environment, **social** e safety and health protection;
- Comply with the requirements of the most qualified international standards and the directives of the Parent Company;
- Prevent and reduce risks to workers' health and safety and environmental impacts in each activity:
 - a) giving essential consideration to health and safety and environmental aspects from the planning/start-up phase of new activities;
 - b) guaranteeing the **health and safety** of working environments;
 - c) subjecting the company's activities to monitoring and **health surveillance**;
 - d) adopting preventive actions to protect safety and health aimed at reducing the probability of occurrence of **emergencies, accidents, injuries** and the development of occupational diseases;
- Adopt measures for adaptation and mitigation impacts of climate change:
 - a) **reducing the consumption of resources** and materials and committing, where possible, to **recycling**;
 - b) contributing to the protection of nature and biodiversity, the defence of soil forests and water resources
 - c) promoting the **decarbonization** process by reducing direct and indirect **greenhouse gas emissions** and continuously improving energy efficiency by favouring, where possible, alternative and renewable energy sources.
- Ensuring the awareness and continuous training of management and all personnel on **environmental, social, safety, health** and management of possible **emergency** situations.
- Ensure the **consultation** and participation of workers and their representatives.
- Raise awareness and proactively involve suppliers, contractors and customers, adopting responsible behavior towards the environment, social, safety and health.
- Activate appropriate **channels of communication with authorities** for the management of public emergency situations.