PMP Pro-Mec S.p.A.'s Executive Management considers sustainable growth to be a key success factor for the company over the long term.

All activities related to the design, production and repair of industrial transmission systems, carried out through mechanical machining, assembly, painting, testing and shipping processes, as well as all work carried out at the Site located in Coseano (UD), via dell'Industria n. 2, are conducted according to a Health and Safety Management System that complies with the UNI EN ISO 45001:2018 standard.

By embracing all health and safety at work compliance obligations as well as the related continuous improvement of its own performance, and with the commitment of all the Company's Employees, the Management is committed to a systematic and appropriate application of the System, based on practical implementation of the principles set out below:

- ensuring full regulatory compliance with occupational health and safety requirements;
- promoting awareness of the importance of complying with occupational health and safety regulations, through example and regular monitoring;
- encouraging commitment and maximum cooperation from all personnel to provide, within the scope of their individual skills and role, a firm and responsible contribution towards managing their own and others' health and safety;
- encouraging consultation and participation of employees on aspects of health and safety at work, including through the involvement of employee safety representatives (RLS);
- seeking to improve occupational health and safety performance by adopting all measures in line with evolving technological understanding;
- adapting machines/equipment/facilities used in production in line with technological improvements in terms of accident prevention, as well as designing production lines that are increasingly efficient from the point of view of protecting employee health and safety;
- encouraging prevention through ongoing information, education and training of employees on general and special risks, good standards of conduct, emergency management and company safety procedures;
- increasing supervision and monitoring by supervisors in production departments to reduce misconduct, which is the cause of most occupational accidents and illnesses;
- seeking to reduce the number of accidents and occupational illnesses, through continuous training, auditing and the implementation and improvement of the System;
- improving the coordination and supervision of contractors at the production site;
- ensuring that order and cleanliness are maintained in production departments;
- understanding and periodically monitoring the context in which the company operates and planning follow-up measures to address and eliminate, or reduce, the risks identified and make the most of any opportunities.

This Policy is reviewed annually, during the Management Review, to assess its relevance.

Coseano, 14/12/2022

Chairman
Luigino Pozzo