

MANAGEMENT POLICY ON INDUSTRIAL HYGIENE

PER.PIC in cooperation with its employees, undertakes to responsibly carry out its work activities in full compliance with the Laws and Regulations in force today regarding INDUSTRIAL HYGIENE in order to control all those environmental factors that may affect Health in the work environment. Health is understood as a state of physical, mental and social well-being.

The company PER.PIC S.r.l in cooperation with its employees identifies, evaluates and if necessary eliminates the:

- **Biological Agents;**
- **Physical Agents such as Noise, Vibration, Electromagnetic Fields and Artificial Optical Radiation;**
- **Chemical Agents, Carcinogens and Mutagens.**

In accordance with this policy and the Integrated Policy, the Management is committed. to protect all its own employees, personnel of contractors who may work in any contractual form for the organization, suppliers, neighboring communities, customers, and all others affected by the activities carried out by the company..

The implementation of the Policy is essentially based on the following principles:

- **Compliance with all applicable laws and regulations regarding INDUSTRIAL HYGIENE.**
- **Introduction and maintenance of a safety and health management system aimed at continuous improvement of its performance in worker safety prevention and environmental pollution prevention;**
- **Implementation and maintenance of an increasingly worker-oriented work environment;**

Specific goals and principles of action that management pursues in cooperation with all its employees and interested third parties are:

- **Adoption, implementation and maintenance of a Safety, Health and Environmental Management System;**
- **Preventive assessment of all safety and health risks;**
- **Timely control over all chemicals used in its own activities and in activities put in place by suppliers both in the case of subcontracting and/or outsourced activities;**
- **Information and training of its staff;**
- **Clear definition and awareness of the roles and responsibilities of employees at every level;**
- **Timely recording and analysis of all accidents and/or near misses;**
- **Consultation and participation of workers and their representatives;**
- **Maintenance of a system for periodic review of the policy and its objectives.**

Management is particularly committed to verifying and monitoring possible impacts on INDUSTRIAL HYGIENE through careful and timely Risk Assessment, appropriate health surveillance, and timely analysis of all accidents and near misses reported by its employees or those that the organization otherwise becomes aware of. The company's commitment to constantly deepening its knowledge of INDUSTRIAL HYGIENE by sharing it with employees, contractor personnel, suppliers, customers, and to interested third parties is emphasized. PER.PIC S.r.l. has defined an internal verification methodology aimed at assessing the status of activities and report with constant checks on the adequacy of what is stated in the Company Policy.