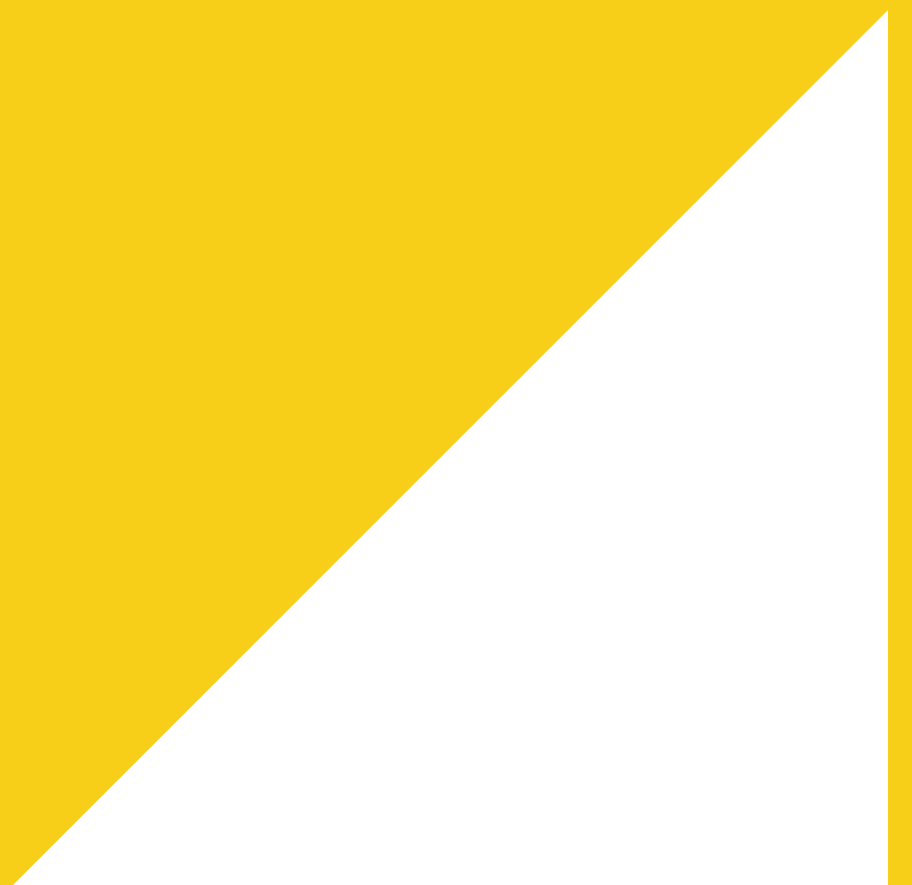


2023

MEGA

HSE

POLICY



HSE

POLICY

HSE POLICY
REV.4

Scanzorosciate, June 01°, 2023



LET'S START CULTIVATING SAFETY CULTURE, NOT AWARENESS

M.E.G.A. S.p.A. recognizes the value of the protection of its employees' health and safety, in all of its business activities, with the full respect of the existing laws, acting in a way to protect and promote Health and Safety of all employees, customers and anyone else affected by its business' activities.

M.E.G.A. will perform this commitment through:

- ▲ An efficient and effective Health and Safety management system that will apply to the Italian law D. Lgs. 81/2008 requirements (transposition of the European directive EC 1137/2008).
- ▲ The willingness to act so that employees and contractors will operate safely with the full respect of the in-force laws and company standards, managing risks and preventing accidents.
- ▲ The continuous development and adjustment of emergency procedures.
- ▲ Informing staff and employee representatives about industrial hygiene monitoring programs and the results obtained.
- ▲ Providing all staff with information and training on the specific risks associated with their roles and ensure that this is updated if they change position.
- ▲ Providing third parties who access the site with information and training on the specific risks associated with the activities carried out on the premises.



Every employee and every subcontractor on M.E.G.A. premises are expected to follow this policy and to report any safety and health concern to M.E.G.A. Management.

Managers are expected to take timely action. M.E.G.A. will conduct audits and self-assessments of its compliance with this policy, measure the progress of its health and safety performance, and report periodically to management.

M.E.G.A.

In the light of what has been above stated, M.E.G.A.'s objectives are:

- ▲ To protect its own employees, visitors and all personnel, as well as temporary workers from any kind of risk.
- ▲ The continuous reduction of injuries and accidents.
- ▲ The continuous assessment and removal of potential risk conditions.
- ▲ To always improve employees' working environment.

The assessment of whether the stated objectives is conducted through the examination of indicators such as:

- ▲ Number of accidents and injuries.
- ▲ Frequency rate index.
- ▲ Severity rate index.
- ▲ Non-conformities issued by internal audits.
- ▲ Implementation level of prevention actions determined in the Safety Improvement Program.

Continuous improvement of the company's HSE status and reduction of injury rates is achieved by informing and training all employees on the importance of performing work safely. Specifically, each employee must:

- ▲ Stop if a job or activity is deemed unsafe.
- ▲ Take the responsibility for rectifying unsafe act and conditions they see.
- ▲ Follow safe working practices and procedures.
- ▲ Respect safety barriers, safety signs and messages.
- ▲ Wear the correct personal protective equipment.
- ▲ Report all accidents and incidents.

M.E.G.A. S.p.a.
Mauro Angeretti
President

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