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## ***ENVIRONMENT HEALTH AND SAFETY POLICY***

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Osnago, May 4<sup>th</sup> 2020

The FOMAS Group Management herein states its willingness to promote an environmental, health and safety culture based on the centrality of the human factor, through the Integrated Management System pursuant to UNI ISO 14001:2015 and UNI EN ISO 45001:2018

The Group Integrated Management System is the result of the aggregation of the various factories' Management Systems and of the best practices which have been developed by the different companies of the group all over the world, together with the integration of different cultures and professionalisms.

The cornerstones of our Environmental, Health and Safety Policy are the following:

- Awareness and competence
- Participation and Leadership
- Continuous Improvement

The Group Integrated Management System has two key features: it is lean and it is pragmatic. These aspects ensure a constant connection with the group's operations.

*Awareness* of all corporate processes, considering the "life cycle" perspective, is the preamble for a complete identification of all different contexts in which FOMAS operates, and of all environmental, health and safety risks / opportunities.

Such *awareness* is implemented through *participation* of internal and external stakeholders developing qualified skills, increasing accountability, awareness and training at all levels. By ensuring all compliance obligations, Fomas Group promotes *continuous improvement* of health, safety and environmental performance.

Through the *involvement* of the whole staff, Fomas Group collects suggestions contributing to the *continuous improvement* of the system.

People involvement is achieved through a constant support to those accountable for safety. Their leadership is supported through the development of:

- role's awareness
- focus on people's behaviors
- accountability
- strategic planning

FOMAS Group Management and consequently of each factory, is committed to adopt all the preventive and protective measures needed to ensure a healthy and safe workplace and to preserve the environment;

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Communication flows among the Group's production sites is optimized through:

- The adoption of a set of key health, safety and environment performance indicators
- Inter-company audits and periodic meetings among the system managers of all plants
- Review of all production processes in order to minimize environmental risks and impacts, with focus on best available technologies;
- the adoption of all the needed measures to protect the people and the environment, to prevent energy waste and natural resources
- proactive support of an open dialogue with authorities, associations and citizens on health, safety and environmental issues.

Furthermore the FOMAS Group Management , and consequently each of its manufacturing facilities, commits to document and maintain this policy, and to provide the needed human resources and financial resources in order to implement and control the Integrated Management System according to ISO 14001:2015 and ISO 45001:2018.

The Management

