



# HEALTH AND SAFETY AT WORK, ENVIRONMENT AND ENERGY POLICY

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**FINCANTIERI**

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Fincantieri bases its technological and operating excellence on certain strengths: a flexible and global structure, a well-established capacity to configure and customise each product based on specific customer requirements, the ability to co-ordinate and integrate an extensive network of suppliers in line with agreed budgets and deadlines, and a strong orientation to invest in Research and Development activities.

Fincantieri has ratified in the Charter of Sustainability Commitments its development priorities, which include:

- the dissemination of the culture of sustainability, including in relations with institutions and the university and research world;
- the continuous improvement of Health and Safety conditions in the workplace;
- the reduction of environmental impacts and the contribution to the fight against climate change;
- the promotion of workers' welfare;
- the adoption of sustainability criteria in supplier selection and qualification processes;
- the support for technological innovation;
- the pursuit of the highest levels of customer satisfaction and trust.

The CEO, in a document addressed to all corporate structures, emphasised that Health and Safety at Work, Environmental Protection and Energy Efficiency are:

- essential values for the Fincantieri Group, strategic factors for the sustainable development of our Company;
- values on which to train, involve and empower all the people who, in different capacities and roles, are involved in Fincantieri's activities on a daily basis;
- quality management conditions that must guide the company's choices at all levels and at every stage of the production process;
- binding conditions for company growth, both technological and cultural, aimed at continuous improvement;
- fundamental elements in order to harmoniously integrate industrial activity with local presence;
- primary elements in the supplier accreditation, selection and evaluation process;
- distinguishing features in the creation of company value, marked by the fight against climate change and the highest level of customer satisfaction and trust.

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The governance model, with a view to creating sustainable company value, is translated into:

- Anti-Corruption Policy;
- Purchasing Policy;
- Human Rights Policy - Commitment to respect for human rights and diversity;
- Policy on Fincantieri Group Initiatives for Communities and Territories;
- Enterprise Risk Management (ERM) model in accordance with the principles contained in the Corporate Governance Code for Listed Companies;
- Charter of Sustainability Commitments;
- Sustainability Plan;
- Code of Conduct;
- Supplier Code of Ethics;
- Model of Organisation, Management and Control pursuant to Legislative Decree 231/2001;
- Internal audits on regulatory compliance and management systems;
- Sustainability audits at suppliers.

The individual sites have implemented the management systems necessary to achieve the following certifications:

- ISO 45001 relating to Occupational Health and Safety Management Systems;
- ISO 14001 relating to Environmental Management Systems.

Furthermore, the ISO 50001 certification process for Energy Management Systems was started.

Remaining on the subject of consolidating its commitment to sustainability issues, Fincantieri has joined the Global Compact, contributing concretely to the achievement of specific Sustainable Development Goals (SDGs), as contained in the Global Agenda for Sustainable Development approved by the United Nations.

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## PRINCIPLES

**The principles adopted by Fincantieri** as a reference for the management of aspects relating to Health and Safety at Work, Environment and Energy concern:

- compliance with current local, national and international legislative provisions on the subject;
- the focus on and pursuit of best practices and Best Available Techniques (BAT);
- the aim of continuous improvement of performance in the areas of Health and Safety at Work, Environment and Energy, promoted through the development of policies, guidelines and the adoption of certified management systems in accordance with the regulations and reference standards adopted;
- the involvement of the resources necessary to ensure the systematic implementation of interventions to improve energy efficiency;
- the promotion of awareness and involvement of employees and suppliers on the importance of these issues also through training and/or information activities;
- the fulfilment of stakeholder expectations and formal obligations undertaken by Fincantieri, as a fundamental prerequisite for the creation of value and the promotion of sustainable development.

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## COMMITMENTS

Fincantieri undertakes to translate these principles into the following actions:

### **With regard to Health & Safety at Work**

- continuously assess risks regarding Health & Safety at Work, managing them with the aim of preventing occupational accidents, injuries and diseases;
- ensure all workers, involved in various capacities in the production processes, the necessary training and information on accident prevention and emergency management;
- promotion of the progressive improvement of working environments through the constant search for products and solutions conforming to ergonomic criteria which raise the standards of Health & Safety at Work;
- pursue, through risk mitigation initiatives, the continuous improvement of Health and Safety at Work performance;
- constantly draw, through awareness-raising and dissemination initiatives, the attention of personnel working on its sites to compliance with rules and procedures, stimulating the growth of the culture of prevention and protection, and increasingly responsible individual behaviour.

### **With regard to the environment**

- assess and monitor risks and impacts on environmental aspects arising from its activities and processes, identifying and implementing initiatives and measures to prevent possible accidents;
- implement improvement plans aimed at the containment and reduction of its emissions and the quality of the same in the air, water and soil, at the continuous efficiency of energy performance, consumption of water resources, soil protection and waste management to minimise volumes;
- promote the use of the best available technologies and the use of products with a lower environmental impact;
- implement improvement plans to contain the consequences related to the mobility of people, logistics and the procurement of materials;
- develop knowledge and increase the awareness of personnel, in various capacities involved in the production process, on the importance of their contribution in reducing the impact on the environment, including through targeted awareness-raising initiatives;

- safeguard, through the implementation of appropriate safeguards and suitable measures, the natural value and biodiversity according to characteristics present in the individual territories;
- periodically monitor with stakeholders the effectiveness of the Group's initiatives on environmental aspects;
- pursue sustainable and efficient management of water resources in the areas where the Group is present, with particular attention to those subject to water stress, implementing initiatives and measures to curb consumption;
- adopt design logics consistent with circular economy and sustainability criteria that pursue, also by suppliers, a responsible use of natural resources and the use of new raw materials in production processes;
- interact with local communities, research institutions, universities and local associations to assist the ecological transition and support innovative projects and initiatives in favour of environmental protection.

### **With regard to Energy**

- pursue a rational use of energy sources by setting specific reduction targets;
- develop production approaches that favour energy efficiency through the application of the best management and technological solutions;
- prioritise purchasing energy-efficient products and services by including the assessment of energy performance as early as the design stage and in the criteria for awarding supplies;
- define the objectives aimed at improving energy performance and ensure adequate information and resources for their achievement, carrying out constant monitoring;
- increase the knowledge and responsibility of the personnel involved in various capacities in production processes, in order to improve their awareness and the importance of individual contribution in achieving the common objectives identified;
- intervene on the energy performance of the various production units with a view to continuous improvement;
- implement high energy-efficient technologies, promoting the use of energy from renewable sources and investing in self-generation plants, in order to progressively reduce emissions;
- raise awareness and involve stakeholders on issues concerning the energy transition and the fight against climate change.

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## REPORTING

This Policy is made available to all employees on the company intranet as well as to all stakeholders on Fincantieri's institutional website. Fincantieri also undertakes, through the annual publication of the Sustainability Report, to report on performance indicators and initiatives/activities carried out at corporate level concerning Health and Safety at Work, the Environment and Energy. The results of the audits on Health and Safety at Work, Environmental Protection and Energy Efficiency are subject to internal reporting according to the procedures in place.

The individual Production Units can adopt specific Site Policies in compliance with the guidelines defined by this Policy.

