



## **POLICY ON OCCUPATIONAL SAFETY, ENVIRONMENTAL PROTECTION AND SUSTAINABILITY**

Millefili SpA has declined - from a more operational point of view - some of the values already expressed within the Code of Ethics - publishing in this Policy the reference values that identify and qualify its actions and that underlie every economic, professional and industrial relationship established with any counterpart, aware of the fact that health and safety in the workplace and the environmental protection represent precise commitments that involve everyone and that reveal themselves not only through the observance of safe behaviour and compliance with regulations during the performance of one's work, but extend to the willingness and ability to create the most suitable working conditions for this to take place, building relationships of trust with the organization's internal and external stakeholders that make the sustainability of one's business activity a distinctive feature in its own development process in a logic of returning value to the community and the market.

Millefili SpA complies with the laws and regulations in force and any other health, safety and environmental requirements, supports any initiative in favour of respect for health and safety at work and the environment and does not tolerate conduct contrary to these principles.

Millefili SpA undertakes - through its own resources: human, instrumental and economic - to pursue the primary objectives of guaranteeing the physical and moral integrity of its employees, working conditions that respect individual dignity, safe and healthy working environments and respect for the balance of the surrounding nature and the environment in general through the adoption of virtuous behaviour from the environmental point of view, identifying and implementing examples of good practice within its sector and promoting the reduction of waste and the responsible use of raw materials and materials. To this end, it ensures the promotion of safety, environmental protection and sustainable development issues to all its staff, providing them with suitable information and training programmes and clear implementation instructions, also ensuring the availability and suitability of protective equipment, safety and emergency plans and procedures for risk prevention.

Every corporate decision, of every level and type, is made and implemented through defined corporate protocols that take due account of the risks that could prevent, counteract or slow down the pursuit of the aforementioned objectives.

Millefili SpA also undertakes to disseminate this Policy to the external organizations with which it collaborates as a result of commercial, supply, consultancy and partnership relations. It also ensures the utmost cooperation and transparency towards the Public Administration and its officials and control bodies.

The systems and models of organization, management and control adopted by Millefili for the effective and efficient implementation of this Policy are systematically monitored and updated with a view to ensuring continuous improvement through periodic management reviews. Conduct contrary to the principles set out above, where found, is subject to evaluation by the disciplinary system, an integral part of the organization, management and control model adopted pursuant to Article 6 of Legislative Decree No. 231 of 8 June 2001.