



Fincons Group Policy

# HEALTH, SAFETY AND ENVIRONMENT



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Fincons Groups is committed to providing a safe and healthy workplace for all employees, and preventing any untoward incidents, accidents, injury and/or ill-health of any employees, contractors, and other relevant stakeholders. The Group recognizes that high standards of Health, Safety and Environmental (HSE) protection are integral for the growth of the Group people.

For this reason Fincons Group has become a member of the UN Global Compact aligning its strategies and operations with ten universal principles related to human rights, labor, environment and anti-corruption, and taking actions that advance societal goals and the implementation of the Sustainable Development Goals (SDGs).

Fincons Group considers Health & Safety of people as a priority and it's committed to develop and disseminate a strong culture throughout all its breaches, preventing accidents and mitigating any possible harmful effects in order to ensure a healthy and risk-free working environment.

The Group ongoing commitment, the integration of H&S into processes and training, the reporting and analysis of near misses, monitoring the supply chain and sharing experiences are all foundational elements of H&S culture.

Furthermore, the Group recognizes the importance of the Environment protection as a key factor for a development sustainable for current and future generations and aims to take adequate measures to protect it. The Group is committed in promoting every protective action, preventing all forms of pollution or excess use of environmental resources and pursuing continuous improvement of its environmental performance whenever possible, applying behaviors in line with the fundamental principles set out in Europe 2030 Agenda.

Fincons Group's Management recognizes the importance of HSE compliance to achieve and sustain excellence in its businesses; therefore, with the cooperation of all employees and relevant stakeholders, the Group strives to continually improve its HSE Management System by committing to:

- Adopting preventive measures in business processes and practices;
- Promoting awareness among employees, contractors, business partners and other stakeholders to develop a positive HSE culture within the Group;
- Incorporating HSE considerations in the business decisions and operations of the Group;
- Providing information and imparting training to employees, contractors, and other relevant stakeholders to ensure HSE requirements are met;
- Striving to achieve a zero-accident rate by establishing accountability along with an HSE mindset at all levels of the Group;
- Striving to reduce environmental impact through optimization of waste generation, preservation of natural resources and encouraging conservation and recycling;
- Maintaining proper equipment and office conditions through optimum utilization of resources that minimize and/or eliminate occupational health, safety and environmental risks;
- Developing effective planning and monitoring systems to periodically review the Group's health and safety performance and identify potential errors, and to ensure that corrective actions are initiated to reduce their impact.

Responsibility for compliance with this Policy rests with all the employees of the Group. They shall support its implementation by using the safety equipment issued to them, familiarizing themselves with the safety rules/procedures of the Group and enforcing appropriate corrective measures if violations are reported during work time.

The Group, in compliance with the best practices, has spread some of the best behaviors to its employees.

Under Health&Safety, Fincons Group has focused on the best practices during daily work (i.e. turning off power strips, while sitting, maintaining the correct posture, taking a few breaks during the workday), in case of fire/earthquake (i.e. prohibition of using elevators and following the Emergency Plan procedure), while driving (i.e. prohibition of using mobile phone while driving without headphone/Bluetooth speaker, respecting speed limits, not drinking alcohol before driving).

Under Environment, Fincons Group has focused on the best practices to safeguard it such as turning-off the computer, lights and other electrical and electronic equipment at the end of the workday, correctly recycling waste, decreasing the use of printed paper and preferring public transportation and carpooling instead of private cars to reduce CO2 emissions.

Fincons Group has audited and monitored some of its third parties on Health & Safety and Environmental issues in order to check and assess its supply chain to spread Health & Safety and Environmental culture and to educate its suppliers them.

Fincons Group Legal & Compliance Department will regularly monitor and review the effectiveness and implementation of this policy, always considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible. Internal control systems and procedures may be subject to regular audits.

This HSE Policy is based in accordance with applicable statutory requirements, safety and health regulations, Fincons Group Code of Conduct and upon the principals set out in ISO 14001:2015 and ISO 45001:2015 standards.



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