

POLICY FOR OCCUPATIONAL SAFETY AND HEALTH

14-03-2016
Revision No. 002

(Occupational Safety and Health Management System Manual)

Purpose

The OSH policy that company management must promote and support in every decision-making area and at every level is made clear through a formal document specifically issued by Management and communicated both inside and outside the company.

Management's commitment to the continuous pursuit of the highest health and safety standards for its workers must therefore be made and maintained over time, and this must be confirmed to all stakeholders through Management's daily actions and decisions. The explanation in the OSH policy document and its dissemination therefore formalise Management's commitment.

The policy must spell out the principles upon which every decision is based, from the point of view of the health, safety and welfare of all participants in company life and to which all must abide in relation to their role and responsibilities in the company.

Essentially, the policy document indicates the company's "mission" with regard to OSH, expressing its underlying reasoning, the determination of top management to implement the targets, the awareness of the desired results, the responsibilities to be assumed.

The company's OSH policy is subject to periodic management review.

Policy for Safety and Health of Workers

GAV S.r.l. management is aware that occupational safety and health constitute a fundamental value for the development of the Company and therefore, in view of the nature and significance of the risks, is committed to pursuing objectives of improvement through the implementation of an Occupational Safety and Health Management System (OSHMS) in order to secure and maintain a safe and healthy working environment for all its employees, customers and suppliers.

In particular, Management undertakes to ensure that:

- All corporate activities are properly planned and also conducted with the aim of ensuring safety at work and therefore to reduce and prevent accidents, injuries and illnesses.
- All applicable laws and regulations relating to safety and health in the workplace are respected, and that the necessary safety procedures are formulated and applied in the Company.
- Risk assessment is performed for each job, process, space and system present in the Company, and appropriate preventive measures necessary to protect all workers are defined.
- Aspects associated with safety are considered essential and the subject of specific analysis in the definition of new activities, orders, work plans or reviews of existing ones.

- According to duties and functions, the entire organisation (managers, supervisors, workers, etc.) participates in achieving the safety objectives established.
- Workers are involved and made aware, also through the workers' safety representative (RLS), of occupational safety and health.
- All employees are informed, educated and, when necessary, trained to perform their duties safely and to take responsibility for workplace safety.
- Contract work and work done by external personnel are analysed, defined and conducted also with the aim of ensuring the safety of company and external personnel.
- Company objectives are defined in the annual programme to be pursued for safety, as well as verified and redefined periodically in order to correct any deficiencies and to continuously improve prevention.
- Sufficient organisational, equipment and financial resources are allocated to implement the above steps.

This document is made operational, maintained active, periodically reviewed, communicated to all personnel and, upon request, is made available to interested parties.