



***Group's
Health, Safety and Environment Policy***

Approved by the Board of Directors of PLC S.p.A. held on 26/11/2018

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1 Introduction

The PLC Group is a multinational organization that operates in several countries around the world.

The PLC Group considers the protection of the safety, health and well-being of people and the protection of the environment a fundamental value in the exercise and development of its activities. The Group's sustainable development strategies pursue continuous improvement of the environmental, health and safety at work and welfare aspects, in compliance with the values and in accordance with the sustainability model provided for by the United Nations Global Compact, the "International Labour Organization's Declaration on Fundamental Principles and Rights at Work" and the "Rio Declaration on the Environment and Development".

In confirmation of its commitment to protecting the safety, health, well-being of people and the environment, with the introduction of this Policy, **the PLC Group intends to strengthen its controls**, with the aim of further raising awareness among Recipients of the principles, rules and behaviours that must be observed within their functions and responsibilities.

1.1 Purposes

The purposes of this Policy are:

- to explain the **PLC Group's commitment to protecting the safety, health, well-being of people and the environment**;
- to define the principles for the **identification and prevention of potential episodes in conflict with the safety, health, well-being of people and the protection of the environment** in order to protect the integrity and reputation of the PLC Group;
- to clearly communicate the **principles of health, safety and the environment** to both Recipients internal and external;
- to bring to the **attention** of all Recipients within the PLC Group, the **content of this Policy** and the **obligations** deriving from it, also through specific **training initiatives**.

1.2 Scope and reception

The approval of this Policy is under the responsibility of the Board of Directors of PLC S.p.A. and applies immediately to all Recipients.

This Policy is mandatory for PLC S.p.A. and for the companies of the PLC Group, which implement it by means of a resolution of the Administrative Body.

2 Definitions, abbreviations and acronyms

In this Policy, the following terms and expressions have the meanings set out below:

Recipients	The members of the administrative and control bodies (e.g. Board of Directors, Board of Statutory Auditors), as well as employees, collaborators and all those who operate, in Italy and abroad, in the name of or on behalf of the PLC Group
Legislative Decree 231/01	Italian Legislative Decree no. 231 of 8 June 2001 (" <i>Rules governing the administrative liability of legal persons, companies and associations, including those without legal personality, pursuant to Article 11 of Law no. 300 of 29 September 2000</i> ") and subsequent amendments and additions
PLC Group	PLC S.p.A. and the companies of the PLC Group
Model 231	Organisation, Management and Control Model adopted pursuant to Legislative Decree 231/01
Supervisory Body (OdV)	This means the body with responsibility for controlling and supervising the effectiveness and adequacy of the Model 231

3 General principles of reference and principles of conduct

In particular, in compliance with the general principles, which can be summarised as follows, the PLC Group undertakes to:

- govern its activities in terms of environmental protection and health and safety at work in full compliance with the relevant laws, as well as in accordance with the most qualified international management standards;
- pursue the objectives of "no harm to people", implementing actions for the timely identification, assessment and prevention of risks to health and safety at work aimed at a continuous reduction in the number and severity of accidents and occupational diseases, activating health surveillance plans in order to protect workers from the specific risks associated with their corporate duties;
- pursue the reduction of the environmental impact of the PLC Group's activities through the early identification, assessment and prevention of environmental risks, allowing the identification of appropriate action plans;
- develop and implement emergency management programmes to prevent and avoid damage to people and the environment in the event of accidents;
- define, monitor and communicate to its stakeholders specific objectives for the continuous improvement of health and safety at work and environmental performance associated with its processes, products and services throughout their life cycle;

- develop safe products and production processes aimed at minimising polluting emissions, the production of waste - also through the reuse and recycling of the materials used -, the consumption of available natural resources and the causes of climate change, in order to preserve the environment, biodiversity and ecosystems, with primary attention to the geographical areas in which it operates;
- to empower, train and motivate its employees to work in a safe and environmentally friendly manner, involving all levels of the organisation in a continuous training and information programme, aimed at promoting a culture of occupational safety and respect for the environment and at ensuring that the company's responsibilities and procedures in these areas are properly monitored, updated, implemented, communicated and clearly understood;
- promote information and awareness-raising initiatives on health, safety and the environment;
- offer continuous and concrete support aimed at facilitating work-life balance;
- manage its supply chain responsibly with regard to respect for the environment and occupational health and safety issues in the criteria for selecting suppliers, in the contractual clauses and in the audit criteria. It also requires its suppliers to implement a similar management model in their supply chain that complies, for environmental and occupational health and safety issues, with international standards and the laws and regulations of the countries where they operate;
- share its culture of safety at work and environmental protection with its stakeholders and actively collaborate at national and international level with institutional and academic bodies that deal with these issues.

With the aim of pursuing the values expressed in this Policy, the PLC Group has implemented an integrated, structured and dynamic "*Health, Safety and Environment*" management system, based on best practices and recognised international standards on the subject. The management, supported by the constant guidance of the Health, Safety, Environment and Quality and function of the PLC Group, plays a strategic role in the full implementation of this Policy, ensuring the involvement of all workers and collaborators of the PLC Group and the consistency of their behavior to the values contained therein.

4 Training and distribution of the Group's Health, Safety and Environment Policy

The PLC Group promotes the knowledge of this Policy to all personnel of the PLC Group, who are therefore required to comply with it within the scope of their functions and responsibilities.

In particular, the promotion of knowledge takes place through the inclusion of the Policy in the corporate intranet of PLC S.p.A. and each PLC Group Company.

The PLC Group also promotes training initiatives for internal Recipients on the principles of this Policy.

5 Reports of violations and absence of retaliation

The PLC Group encourages compliance with the principles contained in this Policy and asks the Recipients of this Policy to **report** any violation (or reasonable suspicion of violation) of the Policy and/or of health, safety and environmental laws **without delay**.

The PLC Group provides Recipients with suitable communication channels (including whistleblowing) to ensure the reception and management of detailed reports of significant conduct based on precise and consistent factual elements and the protection of the reporter in line with current legislation. These channels for the Italian companies of the PLC Group are available in the General Part of the Model 231 adopted by the same companies and published on the institutional website.

The Supervisory Body of each PLC Group company is responsible for receiving and managing reports..