

FEDRIGONI

Health and Safety Policy

Introduction

At Fedrigoni, the protection and promotion of health, safety and individual well-being are not just priorities: they're integral to everything we do and guide our strategic business approach as well as our day-to-day activities. We are dedicated to fostering a safety culture by promoting responsible behavior and risk awareness for our employees, customers, suppliers, and anyone else who interacts with our company across all the countries where we operate.

We allocate both organizational and financial resources to prevent workplace accidents and illnesses and continually enhance occupational health and safety conditions. Moreover, we aim to ensure compliance with all applicable health and safety laws and regulations.

Scope

The Fedrigoni Health and Safety Policy encompasses not only all our operations, but it extends also to our value chain. Aligned with the values and principles articulated in Fedrigoni Group's Code of Ethics and Fedrigoni Supplier Code of Conduct, the Health and Safety Policy underscores the Group's dedication to enhancing our commitment to people Health and Safety. Therefore, this Health and Safety Policy applies to all our plants, operations and new acquisitions of the Fedrigoni Group.

Management System

All our plants must adopt management system structured in accordance with internationally recognized framework to ensure compliance with all relevant standards and regulations, as well as voluntary programs and collective agreements pertaining to Health and Safety. We prioritize consultation and active participation of workers, including their representatives where applicable, in decision-making processes concerning health and safety matters. The management system includes a commitment to continuously improve the Health and Safety performance through ongoing assessment and refinement. This commitment is reflected in the establishment of prioritization and action plans aimed at addressing identified risks and opportunities. Furthermore, quantitative targets for enhancing Health and Safety performance metrics are set and part of our 2030 ESG targets, providing clear objectives for efforts in maintaining a safe and healthy workplace for all the people.

Roles and responsibilities

The Board of Directors of Fedrigoni is responsible for approving, adopting and supervising compliance with this Policy. The Executive Committee is responsible for defining the Group's strategy and its operating guidelines. Our "widespread model" of sustainability includes the Leadership Team and the Sustainability Team. At the Business Unit level this Health and Safety Policy is applied in each plant and daily on all operations. Overall, all people In Fedrigoni are responsible, within their sphere of competence, for the improvement of our Health and Safety performances.

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Transparency and reporting

We aim to provide all our stakeholders with clear and transparent information and results of our Health and Safety performances. Our annual Sustainability Statement is written in accordance with an externally recognized framework and includes our targets and results. The Health and Safety Policy is publicly available on our website communicated to all internal and external stakeholders to share our principles and to foster a culture of safety.

Grievance mechanism

All Group representatives, employees, collaborators, consultants, business partners and members of local communities can report any situation of which they become aware where there is evidence of potential negative impacts on the Health and Safety of individuals through our reporting channels. The Group whistleblowing policy applies to every Recipient.

Policy update

This policy is periodically updated based on changes in context, the degree of achievement of H&S objectives, and to remain aligned with international best practices.

Approved by the Board of Directors
of Fedrigoni S.p.A. on April 28th, 2024



Marco Nespolo
Fedrigoni Group CEO

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