



Member of **DEXKO**
GLOBAL

HEALTH, SAFETY & ENVIRONMENT POLICY

Rev. 06 of March, 26th 2026

In keeping with its values, and considering the health and safety of its workers and environmental protection as fundamental elements of its business, SAFIM Srl has adopted this Policy, which expresses the company's management's commitment to safeguarding the values outlined above.

Management believes that its continuous commitment to improvement, in addition to demonstrating its sensitivity to environmental and safety issues, also represents a fundamental tool for establishing an image of reliability and integrity on the market.

SAFIM's management is therefore committed to ensuring that the management of products, activities, and services is implemented through the application of a system that prevents and minimizes risks to worker health and safety and protects the environment by ensuring its safeguards.

Management is therefore committed to:

- Ensure compliance with applicable legal requirements and other requirements subscribed to by the organization regarding the protection of occupational health and safety risks and environmental aspects, as also required by obligations arising from voluntary commitments such as the UNI ISO 45001:2023 and UNI ISO 14001:2015 standards;
- Reduce health and safety risks by favoring solutions that eliminate hazards and/or adopting procedures and techniques that minimize risk to people and the environment;
- Align with relevant technical standards, best practices (INAIL, ISPESL, UNI, CEI, etc.), BAT, and guidelines issued by national trade associations;
- Periodically verify ergonomic compliance and potential improvements at workstations to reduce occupational illnesses;
- Make every organizational, operational, and technological effort to prevent the risk of pollution and accidents;
- Provide all workers exposed to risks that cannot be avoided with other preventive measures with PPE (Personal Protective Equipment). This provision is free of charge and must follow a risk assessment (DVR) and include suitable, compliant PPE, along with related training, instruction, and maintenance;
- Operate safe work processes, using regularly maintained and inspected machinery and equipment that complies with the Machinery Directive 2006/42/EC;
- Develop its business by pursuing its commitment to protecting the environment and working conditions in order to prevent risks;
- Train and maintain personnel in the proper management of emergency situations, such as fires, earthquakes, spills of pollutants, and general disasters, through the development of specific procedures and periodic testing;
- Ensure the protection of workers and production facilities through the installation of active and passive fire protection systems and devices;

SAFIM S.r.L

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Società soggetta ad attività di direzione e coordinamento da parte di AL-KO Vehicle Technology Group GmbH

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- Define safety objectives and targets to be integrated with operational management and corporate development programs, taking into account the context and stakeholders;
- Select materials and substances used in production processes that limit the health and safety risks posed by their use, complying with the rules for the safe storage and handling of hazardous chemicals;
- Ensure the occupational health and safety of its employees and suppliers, including the control of industrial hazards and risks at its sites, including road safety issues related to the transportation of goods to and from Safim sites;
- Ensure the health and safety of its customers when storing, using, or disposing of Safim products;
- Ensure the health and safety of its community and neighbors, including other business premises, residents, schools, and other stakeholders located near Safim's operations;

In particular, with regard to environmental protection and the reduction of emissions and pollutants, Safim is committed to:

- Mitigate climate change, to the extent possible, by avoiding or reducing greenhouse gas emissions by promoting renewable sources or through carbon offsetting;
- Prevent pollution by using proper waste management in each project, promoting waste recovery and treatment;
- Define environmental objectives and targets to integrate with operational management and corporate development programs, taking into account the context and stakeholders;
- Use increasingly environmentally friendly processes and materials, favoring suppliers capable of demonstrating their commitment to eco-efficient behavior.
- Select materials and substances used in production processes to limit the associated environmental impacts of their use;
- Pursue the reduction of energy and water consumption, and waste production, including discharges, by promoting the sustainable use of resources, green purchasing, and the protection of biodiversity and ecosystems with a view to the efficient use of resources, including energy, water, and raw materials;
- Control and minimize air and noise pollution;
- Protect surface waters (such as rivers and streams), sensitive habitats, and endangered species that may be affected by Safim's activities;
- Consider product management issues, including indirect environmental impacts associated with the origin of raw materials, addressing end-of-life issues for Safim products;
- Provide necessary training to personnel and promote communication with all stakeholders regarding environmental aspects and company improvement objectives;
- Involve all personnel and stakeholders in this project;

Management is committed to ensuring the resources necessary to maintain its commitments and achieve its objectives. Management recognizes that this commitment document is the driving force of the organization, establishing its guidelines.



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The policy applies to all operations under the direct control and responsibility of Safim.

Stakeholders are required to contribute to the commitments made by Management in addition to the objectives already set out in other company policies.

This Policy document:

- Provides a framework for establishing specific health, safety, and environmental objectives at the corporate level and at individual production plants;
- Is disseminated to all personnel by posting on company noticeboards and publishing on the intranet;
- Is made available to interested parties and anyone who requests it by posting it on the company website.

Modena, March 26th 2026

Chief Executive Officer

Eng. Giovanni Pedrinoni

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