

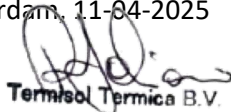
SAFETY POLICY

This Policy is the commitment of the Termisol Termica B.V. to the health and safety of employees and all persons who are to operate within its headquarters and its job sites, in particular Termisol Termica B.V. maintains its commitment to compliance with the laws and regulations applicable to the prevention of occupational accidents and occupational diseases and to the continuous improvement of its performance.

Termisol Termica B.V., to continue to be competitive and to increase its market presence, to better satisfy the customer and to pursue its development goals, aims to maintain and improve the quality of products / services provided and the respect of its human assets. This commitment to the health and safety of its employees is realized through:

- Prevention: identify the activities that can generate potentially hazardous situations for workers Termisol BV or for anyone who has to carry out a task in the company's working activities (eg maintenance personnel, service providers, etc. ..) and plan their treatment to prevent accidents and / or injury and / or occupational disease, planning operational control and continuous monitoring;
- Compliance with Laws: comply with the requirements of the law established by legislation, as well as those present in any commitments subscribed by company itself;
- Planning: identify targets for health and safety at work for the continuous improvement of the safety management system;
- Check: periodically check all activities systematically and in particular those that are, as result of the assessment carried out, subject to a significant residual risk;
- Provision of adequate technical and financial resources: pursue the continuous improvement of its performance using the best available technology;
- Communication, transparency and awareness raising addressed to all Company personnel and local communities on the theme of health and safety at work in order to obtain and consolidate confidence in the products / services offered. The company is also committed to regularly communicate to all its employees its objectives and programs related to health and safety at work;
- Consultation of all the personnel and especially the representatives of the workers' safety, both during the preparation and revision of Company's Risk Assessment document, both in the implementation of the Integrated Management System, so as to make all company levels protagonists of company life;
- Commitment to the provision of human and financial resources required for implementation of health and safety management system;
- Commitment to consider the health and safety management system, and its results, as an integral part of the production system and company management;
- Commitment to verify the suitability of the integrated management system in about potential change of company size and the typology of employment contracts.
- Further commitment, aimed at minimizing the impact resulting from the activities carried out, is to assess in advance, where possible, the effects on the health and safety of workers arising from all the new activities and changes in management in general, as well as taking all the necessary measures to prevent both the waste of resources, and the occurrence of accidents and / or injury and / or occupational diseases.

Rotterdam, 11-04-2025



Termisol Termica B.V.