

**INTEGRATED POLICY FOR HEALTH, SAFETY AND ENVIRONMENT**

AEREA S.p.A. is an entirely private capital Company that has been operating in the aerospace sector for decades; it is specialized in the design, development, production, maintenance and logistical support of defense equipment, specifically structural components and ground support systems of fixed-wing and rotary-wing aircraft.

AEREA S.p.A., in pursuing its objectives, assumes the protection of the health and safety of workers as well as the protection of the environment as strategic and priority objectives. From this perspective, the principles adopted by AEREA S.p.A. are:

- compliance with current regulatory provisions regarding health and safety in the workplace as well as the environment and the requirements of the voluntary standard ISO 14001:2015;
- the development of policies and guidelines for the protection of the health and safety of people and the environment as a founding element of its strategy in the sector of presence;
- the promotion of sustainable development as a fundamental prerequisite for the creation of value that meets the expectations of stakeholders by honoring the commitments undertaken by the Company;
- promoting employee involvement and participation in the process of safeguarding the environment and protecting health and safety for themselves, colleagues and third parties.

AEREA S.p.A. undertakes to translate the principles into the following actions:

- evaluate the risks and opportunities relating to health and safety at work and environmental aspects connected to its activities;
- disseminate and promote the protection of health and safety at work and environmental sustainability through internal and external communication tools, awareness-raising, information and training initiatives involving workers, contractors and suppliers of services;
- ensure a healthy and safe working environment for workers and anyone present on the Company site, using adequate human resources and optimal technological solutions in order to prevent injuries, professional diseases and environmental accidents;
- guarantee the health and safety of its workers when they work at external sites through the adoption of suitable prevention and protection measures;
- adopt measures for environmental sustainability through the reduction and prevention of pollution and waste, promoting actions aimed at reducing greenhouse gases and the correct management of water resources, minimizing the production of waste and encouraging its recycling;
- implement initiatives aimed at controlling and reducing the use of hazardous substances;
- ensure the use of adequate resources for the implementation and dissemination of the principles set out in this act.

In this reference framework, the Management of AEREA S.p.A. establishes specific objectives and targets for the continuous improvement of health, safety and environmental performance, setting up systems for periodic monitoring and evaluation.

The Management provides its staff with adequate tools and training to achieve the set objectives and gives those who have direct influence the authority to promote, propose and verify compliance with the principles and commitments made.

This document is communicated to all employees and those who work on behalf of AEREA S.p.A.

Turate, November 18, 2022

Massimo Rosi

*Employer and Legal Representative for the
Environment of AEREA S.p.A.*