



COMPANY POLICY FOR HEALTH AND SAFETY AT WORK

Attachment 1 MOG pursuant to Legislative Decree No. 231/01 and subsequent amendments

The Health and Safety Policy of Capitalfin S.r.l. Unipersonale is inspired by the principles of safeguarding, protecting the well-being, and upholding the dignity of individuals. Our policy is therefore aimed at ensuring that, in carrying out all activities at offices, plants, and all other workplaces, the protection of the physical safety of workers and all other stakeholders, as well as the guarantee of workplace hygiene, are always ensured, in compliance with current and future laws, as well as national and international standards and guidelines to which the company has chosen to adhere.

The company management is therefore committed to:

- a) Defining and implementing methodologies for the identification of hazards and the assessment of risks to health and safety, as well as for designing appropriate prevention, protection, and control measures, taking due account of the organizational, technological, and social variables involved;
- b) Strictly complying with the requirements of current and future national and international legislation on health and safety, and, where deemed appropriate, operating with stricter limits than those prescribed by the law itself;
- c) Ensuring that all workers are adequately informed, trained, and educated about the content of this policy and all health and safety issues related to the activities of Capitalfin S.r.l. Unipersonale, both upon hiring and throughout their tenure with the company;
- d) Cooperating with public authorities, trade associations, and all other institutional and social stakeholders to promote awareness of health and safety issues and to develop the use of the best available technologies and knowledge in the field, also by making this Company Policy public and accessible;
- e) Selecting suppliers of goods and services who share the principles of health and safety protection, as well as environmental impact reduction, endorsed by Capitalfin S.r.l. Unipersonale, and developing stable, mutually beneficial collaborative relationships with them;
- f) Conducting an annual review of the company's health and safety performance, during which the adequacy and level of application of this policy will be reassessed, and objectives and improvement plans will be defined in line with company activities and the aspects identified as most critical;
- g) Improving the effectiveness of the Occupational Health and Safety Management System (SGSL) through an internal audit system;
- h) Preventing injuries, occupational diseases, and continuously improving the SGSL;
- i) Communicating and disseminating the policy to all individuals working under the control of Capitalfin S.r.l. Unipersonale to ensure that they are trained, informed, and made aware of their individual responsibilities within the SGSL;
- j) Involving and consulting workers, both directly and through their safety representatives;
- k) Making our company policy available to all interested parties and periodically reviewing it to ensure that it remains relevant and appropriate to company activities;



- l) Set measurable objectives, consistent with the general goals of the policy, to enable continuous monitoring and improvement of processes, work methodologies, and service levels;
- m) Ensure optimal use of human resources through individual accountability, the enhancement, and development of individual capabilities;
- n) Train, inform, and develop the skills of each worker by defining minimum competencies and establishing specific training paths.

The practical implementation of the above principles is achieved through the design, implementation, and continuous maintenance/improvement of the Company's Health and Safety Management System, in compliance with the applicable national and international standards.

The Management, therefore, fully aware of the importance and strategic significance of achieving these objectives, has established a Safety Management Service and identified its Manager as the representative responsible for implementing and maintaining action plans and initiatives aimed at enacting this Policy.

All company collaborators are required, in line with other management policies issued by the Management, to commit to respecting the defined rules and proposals aimed at constantly improving the performance of Capitalfin S.r.l. Unipersonale.

The content of this document must be communicated and understood throughout the organization and, for this reason, it is disseminated both internally and externally through appropriate communication tools such as the internet.

To ensure direct communication to employees, collaborators, and users, this policy is also posted in common-use areas.

This policy is periodically reviewed to ensure its suitability to the characteristics of our company and compliance with applicable regulations, as part of the Management review, including consideration of any regulatory changes. The assessment of the proper achievement of the objectives set out in this policy is conducted using indicators that allow for objective evaluation.

Roma, 24 aprile 2024.