

## QUALITY, OCCUPATIONAL HEALTH AND SAFETY and ENVIRONMENT POLICY

*FISIA ITALIMPIANTI S.p.A. management intends to demonstrate and promote Quality, Health and Safety and the Environment Policy, identifying the principles by which it aims to ensure its commitment to continuous improvement of its arrangement, Customer satisfaction and the preservation of Environment and Health and Safety of company personnel and workers who operate under the control of its own organization.*

*In the Company culture the core values defence is inherent and is express through the implementation and maintenance of a integrate Quality, Health and Safety and Environment Management System as per ISO 9001, BS OHSAS 18001 and ISO 14001 standards, organizing its business in line with the following principles:*

- 1. Ethics and Responsibility** - *Fisia Italimpianti S.p.A. undertakes to operate in Italy and in the world with integrity and in full compliance with the highest ethical, professional and legal standards, placing the health and safety of workers, environmental protection and risk factors in the development phases of a complex project, in first place in decision-making and control processes.*
- 2. Innovation** - *Fisia Italimpianti S.p.A. undertakes to ensure that all the most innovative technologies are taken into consideration in the design and construction of its plants to ensure the highest standards of Health and Safety and with the least impact on the Environment*
- 3. Quality, Safety and Environment** - *Fisia Italimpianti S.p.A. considers the culture of quality, health and safety and environment protection as fundamental priorities for the success of the organization and customer satisfaction, which are non-negotiable in all phases of design, production and development of its products, promoting a careful and aware management of resources, waste reduction, emissions, efficient use of energy and maintaining the goal of "Zero Accidents"*
- 4. Culture, Leadership, Resources and Skills** – *in Fisia Italimpianti S.p.A. culture and leadership are considered fundamental levers for safe and sustainable behavior and is committed to guaranteeing the availability of resources - human, technological and financial - to achieve excellence in the creation of its products and in the provision of the services provided and promoting programs of information, education and training to ensure the professional development of workers and a high level of skills*
- 5. Prevention and Protection** - *Fisia Italimpianti S.p.A. is committed to creating dynamic and stimulating work environments that safeguard the health and safety of workers and ecosystems, adopting technical and organizational measures to mitigate possible negative effects on the environment with the goal of "Zero Accidents"*
- 6. Right to intervene** - *Fisia Italimpianti S.p.A. guarantees the unconditional everyone's right to live and work in healthy and safe environment and entrusts the responsibility to each of them to intervene in the event of health risks and dangers to the environment, this includes discussing matters with management if needed*
- 7. Supply chain integration** - *Fisia Italimpianti S.p.A. requires suppliers and subcontractors to respect corporate values and principles and to apply with its Quality, Health and Safety and the Environment standards*
- 8. Sharing experience** - *Fisia Italimpianti S.p.A. promotes the sharing of experiences between the different production units and the analysis of the effectiveness of processes, to improve the lessons-learned approach*
- 9. Dialogue** - *Fisia Italimpianti S.p.A. develops and mantains stabel, lasting relationships with its customers, its stakeholders and its workers during the execution of the works, by duly addressing their expectations and by engaging with them appropriately*
- 10. Transparency** - *Fisia Italimpianti S.p.A. pays great attention to ensuring better transparency towards shareholders and all interested parties with regard to relevant information and on the performance concerning its Quality, Health and Safety and Environmental Management System.*

*The content of this Policy, together with the Code of Ethics, are considered to be essential for the application and effectiveness of its QHSE Management System and it is available and communicated to all employees, suppliers and subcontractors.*

*Fisia Italimpianti's Top Management shall monitor the implementation of this Policy through the identification, achievement and verification of measurable targets.*

Genoa, 30 July 2020

  
Silvio OLIVA  
Managing Director