

	INTEGRATED ENVIRONMENTAL, HEALTH AND SAFETY POLICY FOR WORKERS	POL Rev.0
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F.M.C. S.R.L. Company's integrated policy for the environment, health and safety of workers aims to deeply influence the company's management system and meet the Client's expectations through the execution of services in full compliance with occupational safety by caring about the mitigation of the environmental impact created by its activities.

F.M.C. S.R.L. aims to realize this policy by committing itself to:

1. Comply with applicable laws and regulations, requirements under permits as well as voluntary compliance obligations;
2. Ensure continuous improvement of the Integrated Management System through risk assessment and analysis of the context and stakeholders aimed at identifying actions necessary to reduce risks and seize opportunities to improve performance, mitigate environmental impacts, and provide safe working conditions;
3. Encourage the identification of clear and measurable goals for improving SGI performance;
4. Promote the consultation and participation of workers, particularly through their representatives, including through the instrument of reporting. In this regard, F.M.C. S.R.L. is committed to protecting the whistleblower from any form of retaliation;
5. Manage change in the business environment in a controlled form to ensure that the evolution of the business occurs consistently with business principles and the development of skills required by the change;
6. Ensure adequate training investment for internal staff to comply with all occupational health and safety and environmental protection requirements;
7. Make available to staff appropriate individual and collective protective equipment suitable for the performance of work activities with the involvement of the Supervisors in operational supervision, with the aim of preventing accidents and occupational diseases;
8. Monitor accidents and near misses in order to identify appropriate practices for accident prevention;
9. Prevent and reduce forms of pollution caused by business activities, promoting the culture of preserving natural resources (water, energy, ...);
10. Ensure proper management of the waste cycle through increasingly precise assignment of CER codes and related disposal methods;
11. Involve its suppliers in sharing this integrated policy by raising awareness of the need to identify products with increasingly lower environmental impact and safer for workers' health and safety.

Management is committed to providing adequate means and resources to achieve the strategic goals set forth and to support all staff in achieving the expected outcomes.

This policy is made available to the public and interested parties by display on notice boards and posting on the company's institutional website.

Camisano Vicentino (VI), April 15, 2022

Management
