

BROFIND®

time to clear the air

HEALTH & SAFETY POLICY

The Top Management of Brofind S.p.A. (hereinafter also the “the Company” or “Brofind”), inspired by the principle of continuous improvement of its actions and aware of the relevance of the health of its workers and the safety of the work environment in the performance of all the activities under its responsibility, has implemented a Health and Safety Management System that meets the requirements expressed in the ISO 45001 standard.

Therefore, in accordance with the ISO 45001 standard, the Company has adopted this Health and Safety Management System Policy (hereinafter also the “H&S Policy”), which is an expression of the desire of the Company's top management to have an instrument that defines the approach taken by Brofind in managing its activities in accordance with the legislative requirements and ISO 45001 and documents its commitment to all stakeholders, to improve its performance and at the same time to build and develop trusting relationships with them within a path of generating and sharing value for the Company as well as for the stakeholders with a view to continuity and reconciliation of related interests.

In carrying out its activities, from an integrated perspective, the Company will tout its commitment to:

- meet the requirements of the Health and Safety Management System;
- ensure the safety and health protection of its workers;
- engage its stakeholders for the improvement of the Health and Safety Management System;
- enable its workers to work in an accessible, respectful and inclusive workplace, in order also to generate, enhance and strengthen a sense of belonging to the Company;
- ensure full compliance with laws and regulations applicable to the Company's activities by monitoring their updating;
- work to ensure that everyone in the Company is constantly focused on identifying room for improvement, both in the effectiveness and efficiency of processes;
- define H&S goals and objectives, to be integrated with operational management and company development programs;
- base their decisions on the analysis and evaluation of objective data;
- use appropriate tools and indicators to monitor the performance of its Health and Safety Management System;
- promote initiatives for worker consultation and participation including through information, training and awareness raising;
- raise awareness and inform its suppliers on the need to comply with the Company's health and safety commitments;
- update the risk assessment, rules and procedures for each activity involving risks in order to ensure a higher level of safety in all activities;
- ensure that innovations and transformations in work processes always pursue worker health and safety objectives;
- promptly adapt its and activities to all relevant regulatory changes and updates;
- ensure constant maintenance and control of facilities and equipment, collective and personal protective equipment, environmental and safety safeguards, and work environments in order to monitor and keep under control the risks present;

BROFIND®

time to clear the air

- timely implementation of what is defined in the health surveillance plan;
- identify roles and responsibilities within the organization and assign the resources necessary to plan and implement programs aimed at achieving objectives;
- comply with the signed requirements and absolute compliance with the provisions of current occupational safety regulations;
- minimize and prevent accidents through the identification and prior assessment of all risks and the preparation of appropriate preventive measures;
- analyze injuries, occupational diseases, accidents and near misses in order to identify possible room for improvement;
- submit its Health and Safety Management System for audit by an external Certification Body;
- submit its Health and Safety Management System for periodic review;
- implement appropriate corrective and preventive actions to ensure that the Health and Safety Management System is maintained;
- improve its Health and Safety Management System.

The commitments contained in the H&S Policy are commensurate with available human and financial resources and are the reference for setting targets for performance improvement.

This H&S Policy is evaluated at Review of the Health and Safety Management System. Employees of all ranks, qualifications and levels, partners, suppliers and more generally those who have or plan to establish any form of business relationship with the Company are bound to comply with this H&S Policy, and to behave in accordance with it.

Milano, 29/04/2024

Alessandro Parravicini