

## HEALTH AND SAFETY POLICY

In compliance with current legislation, primary objectives of the ENAV Group are continuous improvement in occupational health and safety performance and the removal of, or a reduction in, risks for all Group personnel and for other stakeholders who could be exposed to hazards to their health and safety at work arising from their activities.

For this purpose, the following are defined as key objectives:

- to ensure compliance with current regulations, determining occupational health and safety management responsibilities at all Group levels so that, according to their tasks and competencies, all personnel contribute to the attainment of the health and safety targets assigned, making the necessary resources available;
- to ensure that risks associated with all new activities or with changes in existing work are assessed and that measures required to prevent accidents and occupational diseases are decided upon in compliance with current legislation (both Italian and international);
- to ensure that, within the sphere of their duties, all employees are regularly informed, instructed and trained to perform their work in full awareness of any potential risk associated with their activities in routine and emergency operational conditions, while ensuring that these risks are monitored through appropriate plans;
- to ensure that prompt investigations are conducted in the event of incidents, near misses and situations that expose personnel to risks to their health and safety at work, ascertaining the ultimate causes of such events and setting down measures that do not allow them to recur;
- to ensure that plants and systems, equipment and workplaces are regularly maintained in accordance with current regulations;
- to ensure that current legal requirements are fulfilled when work, services and supplies are contracted out and at temporary or mobile work sites;
- to ensure that workers or workers' representatives are consulted and play a part in decisions;
- to ensure that current legal occupational health and safety requirements (both Italian and international) are identified and complied with when work is performed in Foreign States;



- to ensure that a network of consistent and uninterrupted processes is created between the Occupational Health and Safety Management System and the Group's other Management Systems.

In order to encourage the unhampered and prompt reporting of events and situations of which it is helpful to obtain knowledge in order to prevent accidents at work, the ENAV Group guarantees that the information provided in the reports will be treated confidentially and only used for the purposes for which it has been obtained and that no punitive measures will be taken with regard to any information that has been reported in a proper manner.

The guarantees granted do not apply with regard to unacceptable conduct such as:

- deliberate failure to make a mandatory report;
- acting with malicious intent;
- flagrant and serious disregard of an obvious risk and grave failure of professional duty to act with the clearly required diligence in the circumstances, causing foreseeable harm to persons or goods or seriously jeopardising the level of health and safety at work.

In confirming that the Occupational Health and Safety Management System, which is compliant with Standard ISO 45001:2018, is the suitable instrument for the pursuit and improvement of the strategic objectives that have been set down, the Top Management undertakes a formal commitment to make this Occupational Health and Safety Policy known within the Group and among its stakeholders, as well as to review the policy periodically, while ensuring that it is shared and well understood on the part of all Group staff.