



Policy for the Environment, Health and Safety at Work

In performing its business model and in carrying out its activities, Italtel considers essential to protect the environment, health and safety at work in compliance with the needs of employees, customers, shareholders and the entire community of which it is part, and to encourage the evolution of a sustainable development model.

We want to be a company that achieves challenging objectives on the market by offering our Customers innovative products and important services for their success in full observance of fair and ethical competition behavior and regulations, in line with the sustainability and protection of the Environment.

We undertake to ensure that our People work in a safe, nimble and innovative environment, that will stimulate ideas and personality and be compatible with their aspirations in the personal, family and professional sphere.

Italtel considers the compliance with Community directives, the Italian legislation and that of the countries where Italtel operates, as well as the use of the highest technological standards, as an opportunity to improve the overall functioning of the company and increase its competitive advantage.

We are convinced that the adoption of practices that protect people's health and environment will help us to maintain our stakeholders' appreciation and being a competitive healthy sustainable successful Group.

Guidelines

In conducting its processes and in each of its locations, Italtel is focused on the principles set out by this policy, according to the following guidelines:

- ensure full respect of Community regulations and national and local laws regarding the environment, health and safety at work, in coherence with the Italtel Code of Conduct, pursuing a sustainable management of the social and environmental aspects related to products and services developed by its business areas;

- minimize risks by providing the human, technical and economical resources necessary for the protection of environment, health and safety at work;
- assess, for each activity, in advance and in a documented way, the environmental impact and the aspects of health and safety of workers;
- engage in the Research and Development of technologies and innovative solutions that can respond to the more significant challenges of our civilization, such as: general access to health services, the safeguarding and improvement of the environment, the safety and security of people and the continuous training at work;
- provide products and solutions that offer the best safeguards for the health and safety of their installers and users, as well as the minimum environmental impact for their disposal at the end of life;
- promote a sustainable consumption of the resources, based more and more on renewable resources and on the effective use of the energy;
- decrease the emission of greenhouse gases (GHGs) also promoting alternative way of work capable to minimize the commuting between home and the office (smart working) and the business trips (use of video conference);
- reduce waste, helping their recycle and disposal in a safe and responsible way;
- give priority to suppliers and partners also based on their respect for the principles expressed in this policy;
- promote adequate information of employees as well as provide for them opportunities of involvement and consultation, for the benefit of training, sensitivity and awareness on this topic.

Responsibility

Each head, in our local and foreign locations, is therefore charged with the following responsibilities:

- transmit this policy to their collaborators, assigning to each of them the task to support it and implement it;
- promote a sustainable consumption, avoiding the waste of resources, minimizing the consumption of raw material and of the energy necessary for the realization of our products and services;
- constantly monitor the performances related to environment, health and safety at work and suggest objects for improvement to Top Management;

- promote the necessary steps to prevent risks, setting specific objectives, and formulating and implementing appropriate programs to achieve them.

Each employee, in his company role, has the task to contribute with his own behavior to the respect of the principles of environmental protection, safeguard of health and safety in the workplace.

I consider the application of this policy, the monitoring of its adequacy and the periodic revision of the performances related to environment, health and safety at work place, a commitment of everyone and my own.