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HEALTH AND SAFETY POLICY

02	Third Edition. reviewed cap 3. Added emergency plan, businnes continuity	26/05/2023	Massimo Conte	Luca Guidi	BoD
01	Second edition	08/03/2021	Luca Guidi		BoD
00	First edition	20/01/2020	Luca Guidi		
Edition Nr°	Description	Date	Written by	Verified by	Approved by



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1. Foreword

As a Group, PEI is committed to protecting and promoting the health and safety of its employees, customers and suppliers which are considered a top priority in the overall approach to its business.

PEI believes ensuring a healthy and safe working environment is an essential value and primary responsibility towards employees, temporary workers, subcontractors and sites.

Health and safety means not only preventing accidents and disease but also improving the working environment and workplace conditions.

This approach is fundamental to achieving excellent performance in the processes and it is the key to the economic success of the company.

The Health and Safety Policy expresses PEI's beliefs and their choice to achieve excellence in this area. PEI Health and Safety policy provides basic principles that are followed at its plants and other sites worldwide and provides clear direction on how to establish and update targets as well as implement a responsible approach in the execution of daily activities.

They also provide direction for designing and developing products to ensure that the health and safety of those who use them.

2. Framework

The fundamental framework for all the activities is represented by both existing laws/regulations and standards endorsed by PEI.

3. Objective: "Health and Safety first"

PEI Group companies aim to avoid incidents, prevent occupational disease and minimize other related risks by adopting a preventive approach in all significant activities ranging from the choice of materials, tools and machinery to production processes.

In addition, in order to minimize the risk of accidents or injuries at the workplace, dangerous situations arising from each site PEI analyses the root causes and the related corrective actions, minimizing the possibility of the event occurring again.

All PEI workers are provided with Personal Protection Equipment (PPE) to minimize exposure to hazards that cannot be reduced in any other way, in order to prevent potential workplace injuries and illness. PEI workers are also trained and sensitized on how and when use them.

PEI also aims to promote health and safety by addressing the health of workers through employee training in order to raise their awareness on accident prevention through medical checks-up programs, which include periodic visits.



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4. Continuous improvement in working conditions

PEI ensures continuous improvement in working conditions through the appropriate analysis, identification and assessment of risks, including emergency and fire risk.

PEI, for each site, ensures the proper management of industrial risks and emergency management through the maintenance of our assets, plants, fire systems/devices.

In particular, it develops an emergency set up and response plan and manages emergency response presidia including extinguishers, hose reels, smoke extraction systems, fire doors, manual alarm triggers, etc. Fire intervention is organized on each site and specific members of personnel are designated and trained for evacuation and implementing fire-fighting equipment.

PEI supports, motivates, informs and train all employees to reach a greater awareness and knowledge of health and safety in order to improve the skills and sense of responsibility of employees.

All personnel and external workers are informed about the requirement to adhere to safety instructions and conduct in case of emergency.

For this scope, PEI also promotes consultation and participation about health and safety and encourages all employees to report all safety issues or unsafe conditions in its Plants.

5. Personal security of employees

PEI promotes a safe, non-violent work environment for its employees by promoting awareness and distributing information on what constitutes appropriate behavior, in addition to a zero-tolerance approach toward acts of violence (either physical or verbal), possession of illegal or inappropriate items in the workplace (such as weapons or firearms).

PEI is also committed to prevent potential damages resulting from possible external threats (i.e. terrorism, sabotage, theft, robbery).

6. New investments

PEI ensures that new investments in production facilities incorporate the appropriate health and safety technologies to minimize risks. In particular, ergonomics is considered in the design and upgrading of the workplace.

PEI uses a management of change approach to dealing the potential health and safety risks introduced by new industrial facilities or operations.



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7. Commitment through products

Each company in the Group aims to achieve the most advanced standards regarding preventive, active and passive safety of their products and safeguard the health of passengers and other users.

In order to achieve these goals, PEI Group:

- researches, develops and adopts functional and technical solutions that contribute to enhancements in the vehicle's comfort performance;
- monitors and prevents any new health and safety risk factors that may arise as a result of the introduction of new substances, materials (hazardous substances...) or technologies;
- promotes in all Plants the use of chemical products with low impact for health and safety;
- continuously conducts studies and research in order to find and develop safe and sustainable materials and compounds as well as ergonomic solutions for our customer and products;
- ensures the proper management of industrial risks and emergency management through the maintenance of the assets, plants, fire systems/devices in order to warrant the business continuity.

Signature



Giorgio Tabellini
(Chairman)

