

HEALTH & SAFETY

Calceranica a Lago, June 16th, 2026 - First issue 15/04/2023

Coster considers health & safety a priority objective to ensure that in all the Group's activities, from the moment they are planned and during their execution, the necessary measures are adopted to avoid the risks that may appear at their origin and during their development and, in those risks that are considered unavoidable, all the necessary preventive and protective measures are put in place to prevent damage and deterioration of the health of our workers and collaborators. The Group Direction understands that the prevention of occupational risks, to achieve the best levels of safety at work, must be born from within the human team that makes up the company and for this reason it encourages everyone in the Company to understand and integrate this policy into their work style. The full compliance with the legislation in place, the adoption and execution of the Group Organizational and Governance Model and pursuing the following Sustainable Development Goals, 3 "Good health and wellbeing", 4 "Quality education", 8 "decent work and economic growth", 9 "Industry, Innovation and Infrastructure" are the means to achieve our Group pillars.

Health & Safety aspects are therefore incorporated in the whole process of:

- Risks and opportunities identification, starting from legal requirements, focusing on the impacts generated by the company on the internal and external community, and induced by society on the company growth.
- Acknowledging the stakeholders' expectations.
- Strategies definition and decision making.
- Identifying data and resources needed to reach targets.
- Monitoring and improving company performance.
- Assessing suppliers and leveraging correct practices all throughout the supply chain.

In this regard, this policy lays the ground, interconnects and guides the implementation of the following master documents, certifications, commitments and partnerships in place at Coster, which turn our Health & Safety approach into reality:

- Group Business Plan and Group Sustainability Roadmap, including the Sustainable Procurement and Supply Chain Roadmap.
- Coster Ethical Code, Supplier Code of Conduct, Group Governance Model and the relevant whistleblowing scheme.
- Group Sustainability annual report.
- ISO 45001 and ISO 20400, wherever applicable.
- SMETA IV pillars Audits and Supplier CSR Audit Plan.
- EcoVadis assessment.

In the perspective of continuous improvement and consistently with the Group Sustainability Roadmap in place, the Group Direction pursue the following goals and ambitions relevant to the most significant material topics:

- Promoting leadership and a culture of safety and health at work.
- Providing safe and healthy working conditions for the prevention of work-related injuries and health impairment.
- Identifying and analysing risk situations for health and safety at work, as well as their opportunities in all phases of our activities.
- Promoting well-being and a healthy lifestyle, monitoring the health status of workers.
- Facilitating the consultation of workers and enabling their participation in the framework of all matters affecting safety and health at work.
- Encouraging communication and relations with local communities and society.
- Guaranteeing workers sufficient and appropriate training in health and safety at work for the correct performance of their jobs, as well as to promote awareness and training as drivers of change in health and safety.
- Ensuring information to workers on the specific risks affecting their respective jobs or functions and on the implementation of preventative measures applicable to these risks.
- Verifying compliance with the applicable legal requirements, as well as those of the organization itself.
- Requiring compliance with internal safety rules for contractors and involving them in the preventive occupational health and safety culture.

The Group Direction assigns the necessary human, material and economic resources to efficiently run the management system and obtain the objectives set. It also commits to: raise awareness of all Coster people regarding this policy; define, communicate and check the proper understanding of the responsibilities within the entire organization and provide the training necessary to develop the required competencies; select and assess suppliers also regarding the social protection, sharing and assessing the implementation of the principles laid down in this policy and in the Supplier Code of Conduct; establish an open dialogue with the stakeholders for a clear, transparent and comprehensive communication of their needs and expectations as well as of the risks and opportunities relevant to the context regarding the social aspects.

The Group Direction regularly review this policy, promotes its diffusion inside and outside the organization and takes the responsibility for its actuation.

President & CEO
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