

HEALTH AND SAFETY POLICY

The evolution of freshness for over 70 years. Gruppo Fabbri Vignola aims to position itself as one of the main promoters of evolution at national and European levels, through constant innovation of its products and solutions aimed at addressing market complexities and the growing consumer sensitivity towards the environment.

This Policy represents the **general framework** and objectives regarding health and safety at work for all companies of Gruppo Fabbri Vignola S.p.A.

Health and safety management is a cross-cutting **commitment to providing safe and healthy working conditions to prevent work-related injuries and illnesses** involving not only employees but also external collaborators who interact with the company in any capacity, including suppliers, customers, logistics, and other stakeholders in general.

Senior management considers the **elimination of hazards and the reduction of health and safety risks** through **continuous improvement** of the occupational health and safety management system as a **top priority**, to which workers actively contribute through the promotion of **consultation and participation via their representatives (RLS)**.

Through the tools of the Occupational Health and Safety Management System, the company specifically commits to ensuring:

- **Compliance with legal requirements** and any commitments made regarding health and safety at work in general, especially towards its employees, subcontracted workers, suppliers, and customers;
- Monitoring of its processes and performance through effective auditing programs, possibly involving third-party experts in occupational health and safety, and through constant review of performance indicators consistent with the evolution of business objectives;
- Continuous evaluation of opportunities for technological development and overall organizational and industrial hygiene improvement;
- Periodic review of the Occupational Health and Safety Management System to assess its adequacy and effectiveness, identify the need for changes, and opportunities for continuous improvement of the system as a whole;
- Improvement of the efficiency and comprehensiveness of the internal surveillance system for more effective and timely management of reports and opportunities to increase the level of health and safety;
- Promotion of a growing safety culture not only through continuous training, information, and training (to be developed and updated based on specific worker responses) but also through the involvement of workers themselves in dedicated focus moments (e.g., specific injury/non-injury case studies) to jointly identify solutions to specific needs;
- Maintenance of the workers' consultation and participation system and the RLS;
- An effective communication system, particularly regarding injury and non-injury incidents, company objectives, and the results of monitoring the performance of the occupational health and safety management system, to implement concrete prevention activities;
- Increasing integration of management systems.

Vignola, January 9, 2023

Stefano Pellegatta
Chief Executive Officer

