

ENVIRONMENT, HEALTH AND SAFETY POLICY

The Management of **Fives Intralogistics S.p.A.** has decided to seek continuous improvement of its environmental performance and of the working conditions of its employees in order to pursue the following objectives:

- to minimize the impact of its activities on the environment, prevent pollution and promote long-term sustainable development by reducing the consumption of natural resources and energy, carbon footprint reduction, cutting down the production of waste and discharges, promoting the recycling and recovery of materials and compliance with the applicable law, adherence to the technical rules in force and the specific commitments entered into and relevant to its context;
- to protect the health of employees and manage their safety in the workplace, with the aim of resetting the accident frequency and seriousness, promoting the development of safe, healthy and stimulating environment and working conditions in order to prevent injuries and professional illness and favoring the balance between private life and working life in compliance with the applicable law, adherence to the technical rules in force and the specific commitments entered into.

In order to ensure the achievement of its objectives, the Top Management has set up a strategy based on identifying, taking into consideration and sharing the context people operate in and the requirements of the stakeholders, defining the relevant aspects and evaluating risks and opportunities through the Risk Based Thinking (RBT). This strategy also includes the consultation and participation of workers and their representatives.

The environment, health and safety are an integral part of all processes of **Fives Intralogistics S.p.A.** and, to confirm its commitment to establishing and maintaining an integrated management system that is transversal to all corporate processes, the Management of **Fives Intralogistics S.p.A.** adopts this “Environment, Health and Safety Policy”, communicating it to the whole personnel.

Fives Intralogistics S.p.A.'s policy is based on the following five principles:

1) Commitment

All employees, at all levels of the company structure, are responsible, in their decision and action area, of the compliance with obligations concerning the protection of life, health and the environment.

Fives Intralogistics S.p.A. defines and implements the measures necessary to prevent accidents, improve working conditions, minimize the environmental impact of its employees' activities and prevent pollution.

2) Prevention

Fives Intralogistics S.p.A. carries out risk assessments of all its activities, from the commercial stage to on-site activities, adopting adequate measures to remove or minimize the risks identified.

Unwavering vigilance is focused on our employees, customers and other stakeholders and legislative changes, with particular attention to the requirements and standards set at national and international level in order to evaluate any possible impact of our activities on aspects related to the environment, health and safety.

Fives Intralogistics Spa favors the collection and management of dangerous and near miss situations in order to minimize accidents.

3) Training

Fives Intralogistics S.p.A. ensures that its employees are adequately trained according to the specific function of each employee, so that everybody can play an active role in risk prevention and in the improvement process of aspects related to the environment, health and safety.

This includes activities of knowledge sharing and transfer between the companies of the Fives Group, group training courses, seminars and networking.

Fives Intralogistics S.p.A. periodically verifies that the skills of its employees are coherent with their functions for the aspects of the environment, health and safety and that they have fully understood the safety procedures and instructions.

4) Communication

As a company of the Fives Group, Fives Intralogistics S.p.A. adopts a proactive approach to information and dialogue, both inside and outside the Group, in compliance with its environment, health and safety policy for the related commitments and results.

Fives Intralogistics S.p.A. encourages its customers, suppliers and subcontractors to respect its policy and adopt similar measures.

Fives Intralogistics S.p.A. informs the stakeholders about its corporate performance.

5) Continuous improvement

The continuous improvement of Fives Intralogistics S.p.A.'s performance is achieved by setting and reviewing objectives, goals and implementing management programs and preventive actions on the basis of the collected information and analysis such as dangerous situations, accidents, near miss and injuries.

This verification takes place during the periodical review of the integrated Quality, Environment and Health & Safety Management System.

Lonate Pozzolo, October 2022



Lorenzo Moroni
Chief Executive Officer