

From : GENERAL COMPANY MANAGMENT

SUBJECT: the Health, Safety and Environmental Policy of Incico. S.p.A.

With the present document **incico S.p.A.** intends to provide a concrete declaration of intent on Health, Safety and Environment, accessible to all employees and collaborators.

Incico S.p.A. considers:

- its employees as the main strategic resource and guarantees the respect of their rights and the protection of their safety, putting in place every possible action to prevent accidents, considering the training of personnel and prevention as the most effective tools for the reduction of risks;
- its suppliers as partners to whom the obligations imposed by the voluntary and binding regulations on the environment and safety at work are transferred.

The Management considers itself directly committed to:

- conduct all service management activities falling within its operating sector in full compliance with applicable laws and regulations and aimed at protecting the environment and health and safety of workers;
- continuously analyze the impacts that its activities have with the environment and safety, in order to ensure every effort to define actions for prevention and continuous improvement;
- provide the necessary resources and constantly monitor their level of adequacy;
- assure the awareness of human resources through effective training programs.

The general objectives of the company policy are:

- continuous improvement in the involvement and participation of personnel in the field of health and safety in the workplace;
- to provide adequate controls of the risks deriving from our work for health, safety and the environment;
- to provide and minimize risks to health, safety and containment of environmental impacts;
- the commitment aimed at preventing, minimizing and reducing occupational diseases;
- to consult our employees on matters concerning their health, safety and the environment.

With regard to safety and health requirements, the Management works in close contact with the RSPP, which has the specific responsibilities and competence pursuant to the current laws on safety and health in the workplace, as well as with the company RLS.

What is defined in this document must be considered as prescriptive for all those who work and / or collaborate with **incico S.p.A.** therefore the management wishes and supports maximum participation and involvement.

The Management undertakes to revise this policy to adapt it to the changed health, safety and environmental conditions and to the dynamism of the company whenever it is deemed appropriate.

Safety and respect for the environment above all.

Rev.	issued by DG	
0	Date 23/01/2019	Signature 