

PURPOSE

Gi Group Holding recognises Health & Safety as a fundamental component of its commitment to Decent and Sustainable Work, grounded in respect for human dignity and the physical and psychological wellbeing of all individuals. This Policy defines the **essential elements for systematic H&S management** across the Group, promoting a culture of prevention, competence and awareness. It aims to minimise and, where possible, eliminate risks, prevent accidents and occupational illnesses, and ensure safe, healthy and non-discriminatory workplaces in line with international standards, including the Universal Declaration of Human Rights and ILO Conventions.

SCOPE

This Policy is issued by Gi Group Holding S.p.A. (hereinafter also the "Parent Company") and it applies to all the companies directly or indirectly controlled by it, or to its affiliates, in Italy and worldwide (hereinafter referred to as "Gi Group Holding", the "Group's Companies" or simply "the Group"), which formally adopt it and implement it.

GI GROUP HOLDING'S COMMITMENTS

- To **comply with all applicable laws and regulations** in every country where the Group operates, while striving to adopt proportionate and relevant best practices whenever feasible.
- To promote and strengthen a **workplace culture** grounded in health and safety, fostering risk awareness and encouraging **responsible behaviour** among all Employees, Collaborators, Workers and anyone acting on behalf of the Group.
- To provide adequate, accessible, safe and healthy working environments, encompassing **physical, social and mental wellbeing**, recognising that wellbeing is essential to safety and performance.
- To **integrate health and safety considerations into the planning and coordination of all business activities**, establishing processes that minimise exposure to hazards and ensuring their periodic review in line with organisational, technological, contextual and regulatory developments.
- To make health and safety decisions based on core principles, including eliminating or minimising risks, assessing all unavoidable risks, ensuring ergonomic work organisation, planning measures for **continuous improvement**, and providing clear instructions to all Personnel.
- To maintain a **structured H&S management** in Gi Group Holding's workplaces, inspired by international human rights and ILO conventions, applying the PDCA approach.
- To periodically deliver adequate safety **training and information programmes** at all organisational levels, fostering accountability in Health & Safety, enabling all recipients to work safely, and engaging Personnel as ambassadors of a strong safety culture.
- To **work with customers and suppliers who share the Group's commitment to workplace health and safety**, by making the Code of Ethics and Sustainable Work Manifesto publicly available, considering H&S criteria in the selection of partners, and taking all reasonable measures to ensure that significant risks within the value chain are properly addressed.

ROLES AND RESPONSIBILITIES

The Policy clearly identifies roles and responsibilities for the implementation of commitments and actions required by the Policy to:

- the Top Managers of Gi Group Holding S.p.A. and of the Group's Companies;
- both Global HR Department and the Countries' ones;
- the Global Corporate Affairs & Compliance Department;
- the Global Corporate Social Responsibility Team;
- the Country Managers and Country H&S Coordinator.

Everyone at Gi Group Holding is responsible for implementing and disseminating the Policy through its behaviour.

IMPLEMENTATION

Gi Group Holding applies Group-wide implementation guidelines, adapted locally, and fulfils its Health & Safety commitments, as far as reasonably practicable, through the following elements.

- The implementation of periodic and proportionate H&S risk assessments in the Group's workplaces, and the adoption of appropriate, timely and proportionate procedures to manage risks identified through monitoring and verification activities.
- The provision of effective leadership and resources and the definition of clear roles and responsibilities.
- The implementation of communication initiatives and mandatory H&S training, aligned with local legislation and monitored by Country HR.
- The definition, review and periodic communication of KPIs to monitor the commitments described.
- The support for internal and external initiatives promoting a strong Health & Safety culture across the Group and the wider labour market.

This Policy is made **known to all Group's Personnel** through appropriate communication activities and via posting on the Group Company's' intranet.

Each Group's Company plans and manages the **mandatory training** on the issues addressed in this Policy.

GRIEVANCE AND DISCIPLINARY PROCEDURES

Gi Group Holding promotes a culture that does not admit any retaliation towards any reporting of breach (or suspected breach) of this Policy. Employees who believe they have identified unsafe working conditions, non-compliance with Health & Safety procedures, or violations of this Policy may report such concerns without fear of retaliation.

Global ESG Team ensures assistance and support to those who needs to submit a report.

Any violations of this Policy may be reported:

- to the line manager.
- to the Country HR department.
- to the Global CSR Team at the e-mail address CSRT@gigroup.com or by post to the address CSR Team - piazza IV Novembre 5 - Milan - Italy

and especially

- through the **Gi Group Holding Reporting Channel** available also on Group websites in line with the provisions of the "Whistleblowing Global Policy."