

Palladio Group S.p.A. has drawn up its own occupational health and safety and environmental policy, undertaking to ensure it is operative, up to date and distributed to all personnel, and also available to the public.

Respect and protection of Occupational Health and Safety and the Environment constitutes the basis of the Company's operational strategies and concerns the entire Organisation in connection with the relevant activities/processes planned and carried out for the: "Design and production of packaging materials for the pharmaceutical and cosmetic industry".

The essential prerequisites of processes, products / services and relative development are:

- Prevention and protection for employees and other Interested Parties against Occupational Health and Safety risks to which they may be exposed;
- Compatibility of the organisation with the environment and the protection of its personnel and the population against adverse environmental effects;
- Respect for "conformity obligations";
- The clear definition of responsibilities in managing Occupational Health and Safety and the Environment;
- The strive for continuous improvement of prevention measures and company performance on the matter of Occupational Health and Safety and Environmental protection;
- The upkeep of Company Management Systems, implemented and compliant with the requirements of ISO 45001 and ISO 14001.

To ensure the above, Palladio Group S.p.A. undertakes to periodically define specific improvement objectives, monitoring outcomes in the terms provided for by company procedures. Said objectives are based on the following guiding principles:

a) Products, Processes, Technology and Management of Resources

We produce and market quality products with the aim of minimising their environmental impact and preventing injury and illness for the Interested Parties.

We use the best available and economically affordable technologies.

We are committed to the careful management of energy and optimised use of raw materials and natural resources in order to avoid waste regardless of the relative level of consumption.

b) Information and Communication

We inform personnel about Occupational Health and Safety risks and the environmental aspects of our business in order that they understand the implications of their role and behaviour in the workplace.

We undertake to pursue an open dialogue with all Interested Parties, ensuring transparency and reliability of data and information.

c) Training, Involvement and Consultation

We plan and carry out documented training in order that personnel is aware, trained and sensitised for the fulfilment and control of their duties in a safe and responsible manner.

To encourage the involvement and participation of all Workers, informative meetings are regularly held with the aid of suitable communication supports. Moreover, procedures are implemented to ensure the consultation of Workers, also through their Representatives.

d) Minimisation of Occupational Health and Safety risks and environmental impact

We propose to assess, control, eliminate and reduce the impact of our activities on the various components of Occupational Health and Safety and the Environment in relation to the identified risks and extent of environmental impact factors.

e) Suppliers

We involve our suppliers in relation to Occupational Health and Safety and Environmental protection improvement objectives associated with the requested products and/or services.

We use, as needed, Contractors and/or Self-Employed Workers pursuant to the documented verification of their technical and professional fitness, commensurate with the tasks assigned to them.

f) Emergencies

We establish suitable emergency procedures to respond to potential accidents and other unexpected events, emphasising the concept of prevention through a risk analysis and the adoption of suitable measures to contain any effects.

g) Change management

We keep any changes under control in order to assess compliance with applicable Legal Provisions and impacts on Occupational Health and Safety and the Environment.

CEO

Mauro Marchi

