



HEALTH AND SAFETY  
POLICY

Approved by the Board of Directors of Piovan S.p.A. on September 12, 2023  
with the favorable opinion of the Control, Risks and Sustainability Committee

## PIOVAN GROUP'S APPROACH TO SUSTAINABILITY

The pursuit of sustainable success has been at the heart of Piovan Group's (hereinafter the "**Group**" or "**Piovan**") strategy for many years. As such, Piovan constantly strives to combine the objective of satisfying Customers with that of creating value for Shareholders, paying special attention to the needs of the community and respect for the environment, and valuing the professional skills of the staff who, through their dedication and constant motivation, are fundamental to the Group's growth and to achieving the Company's objectives.

The foundations of this long-term pathway were laid in 2018, when – in order to clearly define the values that have always been widespread within the Group and the responsibilities related to them – Piovan chose to adopt an Ethics Code (the "**Ethics Code**"). Observance of this Ethics Code by the recipients, each within the scope of his or her functions and responsibilities, is crucial for the Group's efficiency, reliability and reputation.

Also in 2018, the parent company Piovan S.p.A. adopted an organization, management and control model pursuant to Legislative Decree No. 231 of June 8, 2001 (the "**Model**") and established a Supervisory Board pursuant to Legislative Decree No. 231 of June 8, 2001 (the "**231 Decree**"), which is responsible for supervising the functioning and compliance with the Model and ensuring that it is updated.

Subsequently, from 2019, the Italian subsidiaries also began projects to adopt their own organization, management and control models pursuant to the 231 Decree, with similar characteristics to the one adopted by the parent company.

Also in 2019, the foreign subsidiaries that were then part of the Group adopted guidelines on Corporate Criminal Liability & Compliance (the "**Guidelines**"), in order to create a standard set of organizational and behavioral principles for the Group, inspired by lawfulness, fairness, and transparency.

In the following years, between 2020 and 2023, the Group also expanded the scope of its sustainability policies. This was achieved first through the parent company Piovan S.p.A.'s approval of a "Diversity Policy" – summarizing the guidelines on diversity of the Board of Directors and the Board of Statutory Auditors – and later with the adoption of the Policy for managing the dialogue with Shareholders and the Anti-Money Laundering Policy (hereinafter jointly the "**Existing Policies**").

This path of continuous improvement was recently enhanced with the adoption of additional policies (the "**New Policies**") – including this Health and safety Policy – whose purpose is to set out and highlight in a more circumscribed manner the key principles, already expressed in various ways in the aforementioned documents, that all the companies belonging to the Group intend to adopt in various areas related to Environmental, Social & Governance (ESG) issues.

These New Policies should therefore be read in conjunction with the Ethics Code, the organizational models adopted pursuant to the 231 Decree, the Guidelines and the Existing Policies (documents published and made publicly available in the *Corporate Governance* Section

of Piovani S.p.A.'s website - [www.piovan.com](http://www.piovan.com)). Together, these documents form a complete and integrated regulatory and programmatic framework.

## INTRODUCTION TO THE POLICY

The Group recognizes the importance of ensuring a safe working environment for its employees, business partners and visitors, and of providing its customers with safe and reliable products.

The purpose of this Health and Safety Policy (hereinafter also the “**Policy**”) is therefore to outline the general health and safety principles with which all the companies belonging to the Group must comply.

Piovan believes that the involvement of all stakeholders is critical to ensuring that the workplace is safe, and encourages all recipients of this Policy to report any risks or areas for improvement on health and safety issues.

This Policy is published and made publicly available in the *Corporate Governance* Section of Piovani S.p.A.'s website ([www.piovan.com](http://www.piovan.com)).

## RECIPIENTS

The recipients of this Policy are the corporate bodies, the employees of all Group subsidiaries without exception, collaborators (including but not limited to consultants, agents, representatives, intermediaries, etc.) and anybody who cooperates or collaborates with the companies belonging to Piovani Group in any of the geographic areas in which the Group operates (hereinafter the “**Recipients**”).

## GENERAL PRINCIPLES

Every company belonging to the Group shall operate according to the following principles:

- comply with all applicable health and safety laws, rules, regulations and standards in every country in which it operates;
- reduce occupational risks as far as possible, in order to protect the safety of its employees and any other person directly or indirectly involved in the company's activities;
- promote the culture of health and safety in the workplace, so that staff members can fruitfully collaborate to make the prevention system adopted more effective;
- train and update all employees on health and safety issues in order to spread a culture of health and safety within the company;

- regularly assess the effectiveness of existing health and safety policies and procedures through periodic assessments, inspections and reviews, in order to effect continuous improvement;
- design technologies with security features and devices to minimize operational risks;
- ensure safe and healthy workplaces and provide Personal Protective Equipment to prevent occupational accidents and illness;
- promote a corporate culture that focuses on health and safety by actively involving all stakeholders, from employees to those involved in achieving corporate goals, such as customers and suppliers.

## REPORTING VIOLATIONS

Piovan Group will adopt this Policy proactively, and specifically, should Recipients become aware of alleged violations of the Policy or behavior that does not comply with the Group companies' rules of conduct, Piovan invites Recipients to make reports through the channels described in the Ethics Code or the Guidelines, also as a means to safeguard and protect their freedom of expression.

## POLICY MANAGEMENT

On September 12, 2023, the Board of Directors of Piovan S.p.A. resolved to approve the adoption of this Policy, with the favorable opinion of the Control, Risks and Sustainability Committee, which met on September 6, 2023. The Policy therefore becomes effective on September 12, 2023.

The Policy will be periodically reviewed and updated to guarantee the Group's long-term commitment to health and safety.

Specifically, with the support of the Control, Risks and Sustainability Committee and, where appropriate, the Board of Statutory Auditors, the Board of Directors periodically reviews the adequacy of this Policy and is responsible for updating it.

Every company belonging to the Group must comply with the principles set out in this Policy and shall therefore be promptly informed in the event of any changes.

For any matter not expressly covered herein, reference should be made to the laws and regulations in force from time to time in the various countries, as applicable.



Health and safety policy

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