

 S.E.I. s.r.l. SERVIZIO ELETTRONICA INDUSTRIALE	Sistema di Gestione Salute e Sicurezza nei luoghi di lavoro	MOD. AS_01_03
	POLICY FOR HEALTH AND SAFETY IN THE WORKPLACE	REV. 1 - 03.26 PAG. 1 di 2

FOREWORD

S.E.I. S.r.l. SERVIZIO ELETTRONICA INDUSTRIALE recognizes the fundamental importance of ensuring the health and safety of its employees, contractors, and visitors, and is committed to complying with all applicable occupational health and safety (OHS) laws and regulations. The objective is to create a safe and healthy work environment by minimizing risks and promoting the continuous improvement of working conditions. Our health and safety policy is based on the principles of prevention, protection, and continuous improvement, through the adoption of a proactive and engaging approach to workplace safety management. Our commitment is also based on ongoing risk analysis, the constant updating of safety measures, and the active participation of all employees.

OBIETTIVI OBJECTIVES OF THE HEALTH AND SAFETY POLICY

- **To promote the continuous improvement** of health and safety conditions through ongoing risk monitoring and the implementation of preventive and corrective measures.
- **To prevent injuries and occupational illnesses**, minimizing the risks arising from company operations through appropriate hazard assessment and the adoption of safe work procedures.
- **To fully comply with** all applicable national and international occupational health and safety legislation.
- **To train and raise awareness among workers**, promoting a safety culture that actively involves every individual in identifying risks and adopting the most appropriate solutions.

SPECIFIC COMPANY COMMITMENTS

1. Compliance with Occupational Health and Safety Legislation and Agreements

The company is committed to fully complying with all laws and regulations in the field of occupational health and safety. In particular, it will refer to the following provisions:

- **Legislative Decree No. 81/2008 as amended (Consolidated Law on Occupational Health and Safety):** This decree establishes the minimum health and safety measures to be adopted in all workplaces and defines the responsibilities of employers, managers, and workers.
- **Directive 89/391/EEC (European Framework Directive on Safety and Health at Work):** Provides the regulatory framework for protecting workers against risks arising from work activities.
- **Legislative Decree No. 106/2009:** Amends and integrates Legislative Decree No. 81/2008, introducing updates and further specifying obligations regarding workplace safety.
- **Law No. 123/2007:** Concerning workplace safety and the management of fatal injuries.

The company guarantees that all its activities comply with these regulations and that best practices for worker safety are applied.

2. Prevention of Work-Related Injuries and Occupational Illnesses and Continuous Improvement of OHS Conditions

The company is committed to:

- **Adopting appropriate preventive measures** through risk assessment (pursuant to Art. 17 of Legislative Decree No. 81/08 and subsequent amendments and integrations), the design of protective interventions, and the improvement of equipment and operating procedures.
- **Training and raising awareness** among workers regarding the specific risks associated with their tasks, providing training courses and regular refresher sessions in accordance with Art. 37 of Legislative Decree No. 81/08.
- **Encouraging the reporting of hazards and near misses**, in order to improve prevention. Every report will be evaluated in order to identify causes and adopt corrective measures.
- **Continuously monitoring safety** through internal audits, periodic inspections of equipment, and working conditions, in line with the provisions of Art. 35 of Legislative Decree No. 81/08.
- **Improving working conditions** based on recorded accidents, cases of occupational illness, and employee reports, supported by a plan for the continuous improvement of health and safety conditions.

The company recognizes that prevention is the key element in reducing work-related injuries and occupational illnesses, and is committed to adopting measures that go beyond minimum legal compliance, constantly seeking innovative solutions to continuously improve workplace safety.

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3. Periodic Review and Update of the Policy

The health and safety policy will be **reviewed periodically** to ensure it continues to meet the company's needs and reflects regulatory changes. The review will be conducted through:

- **Internal audits and periodic reviews of adopted safety measures.**
- **Monitoring of accidents and near misses**, with the revision of preventive measures to avoid the recurrence of hazardous situations.
- **Regulatory updates:** The company will constantly monitor changes in national and international legislation to ensure compliance with new provisions.
- **Employee surveys and feedback:** Periodic surveys will be conducted to collect information on safety conditions and the effectiveness of the adopted policies.

MEASURABLE OBJECTIVES

Specific objectives for the year 2026 include:

1. Reduction in work-related injuries

- **Objective:** Reduce the number of work-related injuries (including accidents and near misses) compared to the previous year.
- **Indicator:** I.R. = Total number of recorded injuries / Total hours worked × 1,000 hours.
- **Target:** 10% reduction compared to the previous year.

2. Increase in worker participation in hazard reporting

- **Objective:** Increase worker reporting of hazards and near misses.
- **Indicator:** Number of hazard reports / Total number of workers.
- **Target:** Achieve a 10% increase in the number of annual reports compared to 2025.

3. Increase in safety awareness

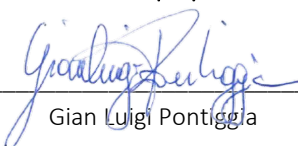
- **Objective:** Carry out awareness activities regarding workplace safety culture.
- **Indicator:** Number of awareness activities conducted / Percentage of employees involved.
- **Target:** Conduct at least 2 awareness sessions during the year, reaching at least 75% of employees.

CONCLUSIONS

The company's commitment to occupational health and safety management goes beyond mere legal compliance; it aims to establish a **shared safety culture** that actively engages all workers, placing them at the centre of the continuous improvement of working conditions. Health and safety are essential values for our company. Every employee is empowered to collaborate in making the working environment as safe as possible by reporting risks and actively participating in prevention and training initiatives.

Civate, 17 december 2025

The Employer


Gian Luigi Pontiggia