



Group Policy

Safety, Health and Environmental Policy

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“There is no value in the economic success of any industrial initiative unless it is accompanied by a commitment to social progress.”

The philosophy that inspired Aristide Merloni to start up his industrial activities in the Marche region of Italy in 1930 was driven by a vision to create employment opportunities in a safe and healthy work environment.

For over 90 years, each Ariston Group factory and company has paid the same degree of attention to:

- ✓ provide safe and healthy working conditions for the prevention of work-related injuries and ill health for all employees and contractors
- ✓ operate in a responsible manner that respects the environment, avoiding commission of offences, also involuntary, against the environment.

We believe that all injuries, safety incidents, occupational illnesses, and environmental incidents are preventable by:

- ✓ eliminating hazards and reducing occupational health and safety risks
- ✓ complying with all applicable legal requirements
- ✓ consulting workers and their representatives for the definition of continuous improvement activities.

To ensure continuous improvement, the Group has decided to design its management systems in accordance with the international standards ISO 14001:2015 and ISO 45001:2018 and to measure and assess, according to WCM methodology as well, its safety, health, and environmental performances.

Furthermore, the Group has committed to mitigate climate change and its effects by defining a decarbonization strategy and a monitoring system to reduce direct (Scope 1) and indirect (Scope 2 and Scope 3) emissions to achieve strategic ESG objectives towards 2030.

With this purpose in mind, the Group continues raising the efficiency of the way it operates across countries (plants and processes), designing and offering high efficiency solutions that increasingly rely on renewable sources of energy, and improving the energy efficiency of the installed park.

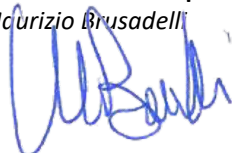
Top Management, under the leadership of the CEO, is responsible of defining roles, allocating responsibilities, delegating authorities, and ensuring full alignment between the HSE Policy and the company strategic direction, for an effective HSE management in line with the internal Role and Responsibilities Procedure.

The Group leverages a Training Management Procedure, to ensure full comprehension of significant environmental aspects and OH&S risks related to work activities. Additionally, the Group is increasingly fostering the engagement of its stakeholders in HSE matters through internal and external communication processes, as well as promoting awareness of the HSE Group Policy and main environmental impacts and OH&S consequences, according to the internal HSE Communication Management Procedure.

This way of working allows Ariston Group to adhere to the highest standards, fulfilling needs and expectations of all interested parties and ensuring the safety and health of our Employees, our Customers, our Contractors and Suppliers, Distribution and Logistics, Management of Waste, Key Business Partners, Due-Diligence and people of the communities in which we operate.

It is the responsibility of each employee to understand and promote this policy demonstrating responsible behaviour in daily activities and promptly informing management of any hazardous condition or opportunity for improvement.

CEO · Ariston Group
 Maurizio Brusadelli



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