

HEALTH AND SAFETY POLICY AT WORK

Group Management recognises that the creation of added value, which is achieved through prosperous and socially responsible growth, is promoted by the people that work in the organisation, for whom the highest level of respect and protection must be guaranteed. No other resource in the company is more important as those that contribute to the enrichment of our corporate culture and improve our financial results. Personal safety, management of health issues and the guarantee of a safe and healthy workplace constitute our fundamental values. These sustainability values form the basis of the Group's management and are a pre-condition for all operating decisions and activities. In order to achieve these values and objectives, the following Principles and Commitments have been set and apply to all the companies of the Group:

PRINCIPLES

- Group employees, with good mental and physical health, are our most precious resource.
- CLN Group intends to adopt safe and healthy working conditions.
- Safety and safeguarding of individual and collective health have the highest priority in all our actions and are considered to be an essential objective to achieve continuous improvement.
- Our processes, products, plants, materials and suppliers are determined, implemented and maintained, according to the principles of safety and the protection of health, for all the parties involved.
- Our Code of Ethics, current legislation and standards of good practice are the guidelines adopted to guarantee the safety of the workplace and the protection of health.
- It is our duty to operate safely, guaranteeing that all procedures are well understood and respected.
- In addition to investments in technologies and services, training in health and safety and the impact of human error represent a fundamental element to develop the awareness of all parties involved and to guarantee their participation.

COMMITMENTS

- Guarantee compliance with current regulations on health and safety and the application of the most advanced national and international standards; verification of compliance will take place through the submission to voluntary and periodic monitoring by third parties.
- Protect employees, promoting initiatives in terms of continuous improvement of processes, installations and facilities, with particular attention given to the aspects of workplace ergonomics and hygiene.
- Continuously improve company performance, through scheduled audits, constantly monitoring the risks and opportunities in terms of health, safety and well-being at work.
- Define and implement action plans based on a preventative approach, directly related to this Policy, with specific quantitative objectives being measured and reviewed over time.
- Periodically monitor the application of actions taken and their effectiveness, establishing specific responsibilities.
- Analyse hazards in all activities carried out in order to identify and assess subsequent risks and adopt necessary measures for risk management.
- Provide workplace safety by eliminating risks from the very moment the production site is evaluated, investment in new equipment or changes to the work environment are made.
- Adopt good quality PPE and work clothing, in order to guarantee maximum protection for employees, allowing them to fulfil their tasks in the best way possible.
- Minimise the use of hazardous substances, which in any case must be handled, stored and managed paying the utmost attention.
- Promote coherent actions to increase awareness, through training and coaching, with the aim of establishing both a general and a specific health and safety culture.
- Involve and consult employees, also through their representatives, encouraging the participation and collaboration of all the interested parties, understanding that, to reach their goals, active contribution is crucial.
- Set up a specific organizational structure for the implementation of the health and safety objectives, while maintaining the fundamental responsibility of Management.

CLN Group Management is committed to review this Policy, at least on an annual basis, to spread it and to communicate it to all interested parties. The Chief Executive Officer is responsible for its implementation.

Rivoli, 12th April 2018

Gabriele Perris Magonetto
Chief Executive Officer

