

POLICY FOR THE PROTECTION OF THE ENVIRONMENT AND FOR HEALTH AND SAFETY AT WORK AND SOCIAL RESPONSIBILITY

FINCANTIERI NEXTECH S.p.A, in line with company policies, considers it important to integrate the management of the environmental aspects of the protection of the health and safety of workers and its social responsibility in the business objectives for the long-term maintenance of levels of sustainability, profitability and competitiveness. In this perspective, the principles adopted by the company are:

- Compliance with current environmental, safety and health regulations and the requirements of the voluntary standards ISO 14001 and ISO 45001 and SA8000 standards;
- The full fulfillment of the requisites required by the regulations;
- The development of policies and guidelines for the protection of the environment, safety and health of workers with a view to achieving continuous improvement in performance;
- The promotion of employee participation in the process of prevention of risk prevention, environmental protection and health and safety protection towards themselves, colleagues and third parties;
- The satisfaction of the expectations of the interested parties and the formal obligations signed by the Company, as a fundamental prerequisite for the creation of value and the promotion of sustainable development.

In particular, the Organization makes the utmost commitment:

- Compliance with current national legislation, the conventions and recommendations of the ILO (International Labor Organization) and the UN (United Nations Organization);
- The rejection of practices that violate human rights in general and those of the worker in particular (disciplinary procedures that include corporal punishment and / or mental or physical coercion, child labor, discrimination in the workplace by gender, sexual orientation, religion, race , age, nationality, political affiliation);
- The promotion and improvement of safe and healthy working conditions for the prevention of work-related injuries and illnesses;
- The involvement of all suppliers of goods, activities and services and their commitment to social responsibility by complying with all the requirements of the reference standard;
- To respect and support its own declaration of principles of Social Responsibility;
- The involvement of all personnel and stakeholders (in particular suppliers) through the dissemination of the Policy, the principles of social, environmental and health and safety responsibility, as well as the results expected and obtained from the Integrated Management System.
- To identify the strengths and weaknesses of the organization in order to eliminate the dangers and reduce the risks to the environment and health and safety at work;
- In systematically assessing the impact on the environment and on the health and safety of workers of any activity carried out or outsourced, to control and reduce it, also in order to avoid and / or adequately manage emergency situations
- Systematically detecting the environmental impacts of its own and outsourced activities, understanding the effects and identifying the causes
- In assessing in advance the impacts on the environment and on the health and safety of all new activities and all new products and processes;

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- In evaluating investments and plant modifications, considering, in addition to the economic-financial aspects, also the environmental and safety aspects;
- In ensuring the continuous technological and professional updating of company resources;
- In ensuring the commitment to continuous improvement and pollution prevention;
- In improving the management of hazardous substances by using products and materials with the least possible impact on the environment and on the health and safety of workers;
- In the optimization of waste management, through the separate collection of waste produced and staff awareness;
- In the promotion of activities aimed at encouraging energy efficiency and reducing CO2 emissions, recycling and saving water resources, more generally, environmental protection;
- In the management of activities on external construction sites in full compliance with the environment and safety regulations;
- To inform all people who work for the organization of the dangers associated with production activities and train them adequately for risk prevention;
- To ensure continuous information and training activities for the staff of the supplier companies in order to analyze the exposure to risks, the causes of accidents and / or near misses and all aspects that may have specific effects on health and safety;
- To maintain the hygienic and sanitary adequacy of the workplace;
- To disseminate this policy to all functions of the organization, to its customers and to its suppliers and contractors.

On the occasion of management reviews, this document will be reviewed to ensure its adequacy.

In order to implement the above policy and general objectives, the Chief Executive Officer has entrusted each Head of the various processes with the following activities:

- Disseminate the policy of the environment and health, safety and social responsibility and inform staff at all levels on implementation strategies;
- Develop environmental and occupational health and safety management programs, in order to achieve the objectives in full compliance with them and optimize the management of resources;
- Raise the awareness of resources on the attention to the protection of the environment and the health and safety of oneself, colleagues and third parties;
- Monitor the organizational flow processes and the impacts generated by them, in order to develop continuous improvement strategies and eliminate environmental and health and safety hazards and risks.

In providing its services and products, the company operates according to precise criteria documented and supported by a management system for the environment, health and safety of workers and social responsibility, paying the utmost attention to the following aspects:

- Determine the external and internal factors relevant to business purposes and strategic directions and which affect its ability to achieve the expected result for its management system for the environment and health and safety;
- Provide information to interested parties to better understand the impact (in terms of balance between "costs and benefits") of good management of environmental, health and safety and social responsibility aspects;
- Minimize risks by controlling / improving management processes and procedures;
- Research and use advanced and safe technologies, in compliance with the most restrictive environmental and safety regulations;
- Provide information to interested parties to better understand the impact (in terms of balance between "costs and benefits") of the proposed solutions;

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- Define and monitor appropriate indicators that allow for a continuous evaluation of the activities carried out in the field of the environment, health and safety and social responsibility;
- Empower all the figures involved in the different phases of the processes;
- Ensure maximum collaboration with interested parties by providing them with maximum support and making technical material and experience available to them;
- Full compliance with technical, environmental, safety and hygiene regulations at work, and their imposition on the customer;
- Care in the choice of qualified collaborators / suppliers, who share the principles of seriousness and quality of the company.

The collaboration of all the parties involved in the company, internal and external, is the prerequisite for the periodic monitoring and continuous improvement of the integrated management system. Continuous improvement which for the Organization represents an indispensable commitment to business growth.

The Organization fulfills this commitment through the planning and implementation of internal audits and the definition and monitoring of specific process indicators that are analyzed during the periodic review of the management of the Integrated Management System. The review represents an opportunity for the definition of improvement actions.

The Organization, deeming the involvement of all Stakeholders essential, declares its willingness to receive and arrange meetings with all interested parties, aimed at verifying the Organization's activities in relation to its Integrated Management System.

This Policy is brought to the attention of all interested parties through periodic information and training meetings, for all employees and externally so that all this can contribute to improving the general conditions of management and enhancement of human assets.

Company
Fincantieri NexTech S.p.A.

Milano, 31.01.2021

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