

Zoppola, 01/02/2024

Integrated Policy Health and Safety at Work and Environment

The Management, having assessed its operating context and strategic directions, is aware of the importance of caring for the Health and Safety of its workers and the importance of respecting and protecting the Environment. Therefore, with a view to continuous improvement, the Management aims to develop document, and maintain its Management Systems in a proper manner with respect to the context in which it operates and the expectations of its Stakeholders. Therefore, the Management applies the following principles:

- ensure that its personnel are fully and consciously involved in the implementation of the Management Systems;
- ensure personnel awareness and training, and at the same time spread the concept that responsibility in the management of Health and Safety at Work and the Environment concerns the entire Corporate Organization, at all levels, each according to its attributions and competencies;
- commit to involving and consulting workers, including through their Health and Safety Representatives, in the process of organising, planning and controlling the Health and Safety at Work and Management System;
- implement appropriate measures to ensure strict and continuous compliance with applicable mandatory legislation on Health and Safety at Work and the Environment and voluntarily signed requirements;
- work to prevent and mitigate the effects of occupational accidents, occupational diseases and accidental events;
- apply Environmental, Social and Governance (ESG) criteria in the evaluation process of initiatives, through a methodological approach that considers the sustainability dimensions, in addition to the financial one, of projects and counterparts by identifying their expected impacts;
- promote investments and finance initiatives to reduce CO₂ emissions and combat climate change, through the development of renewable energies and the recovery of network and infrastructure efficiency;
- optimise waste management, aiming at preventing waste production, maximising recovery and minimising landfilling;
- working to prevent pollution and minimise environmental impacts by promoting energy efficiency projects at headquarters and raising awareness of responsible consumption of resources and natural reserves, including by supporting circularity projects for the materials used;
- prevent and mitigate impacts on water bodies, soil and subsoil in case of environmental emergencies;
- control and reduce pollutant emissions into the atmosphere;
- adopt sustainable mobility plans for its personnel;
- increase the awareness among suppliers of goods and services of the contents of this Policy and give preference to suppliers capable of ensuring services that are as functional as possible to sustainable purchasing strategies;
- commit to adopting the best available and economically sustainable technologies, in all strategic and operational choices, pursuing the elimination of hazards, the reduction of risks and the continuous improvement of its performance with regard to Health and Safety at Work and the Environment;
- regularly evaluate the adequacy and effectiveness of this Policy and the Management Systems adopted, in order to define and implement appropriate corrective actions if necessary;
- define Health and Safety at Work and Environment improvement goals and related implementation programs, spreading them internally and monitoring the achievement of planned goals;
- activate open and transparent communication systems with Stakeholders regarding Health and Safety at Work and Environment aspects.

Ultimately, the Management is committed to periodically reviewing the status of achievement of the set goals and the ongoing appropriateness of the Policy to the company's organization.



The Management

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Partita IVA IT 01448600930
Isc. Registro Imprese PN 03600650281
R.E.A. PN 77536
Capitale Sociale € 2.000.000,00 i.v.

Soggetta a coordinamento e controllo di
INTERNATIONAL STEEL CO. SPA

