

# HEALTH AND SAFETY POLICY

In respect of our **tradition**, as infrastructure builders, we are always a step ahead on **safety**.

Health & Safety is imperative: our goal is **Zero Harm**.

**Ghella guarantees a suitable, adequate and effective Health & Safety Management System** (H&SMS), continuously improving performances and developing sustainability, while applying our Risk Management approach.

We are committed to ensuring the Health & Safety of all our people through:

- Compliance with the legal, contractual and local requirements;
- Promoting a safety culture always preferring preventive measures to protective measures;
- Guaranteeing healthy working conditions, safe work environment;
- Minimization of the likelihood of incidents, injuries and occupational diseases;
- Utilization of innovative technologies in our production processes, in order to eliminate or minimize risks;
- Provide suitable and skilled resources to eliminate hazards and reduce risks to workers' health and safety;
- Involvement, consultation and participation of workers in the risk management process, making them active and responsible actors;
- Continuous training to provide constantly updated information and to spread Health & Safety culture;
- Full cooperation with local communities and competent bodies to ensure information transparency and two way communication.

This Policy is a formal Management declaration to comply with the principles of Health & Safety in the workplace and implemented by a Management System compliant with the requirements of **ISO 45001**.

**This Policy is communicated to our employees** and it is **available to all stakeholders**.

It is assessed regularly during the Management System Review in consistency with the company's **mission** and **vision**.

*Giandomenico Ghella*  
*Chairman, July 2018*

