

HEALTH AND SAFETY POLICY

This policy is a formal management statement to comply with the principles of Health & Safety in the workplace, implemented by a management system that complies with the requirements of **ISO 45001**.

In respect of our **tradition**, as infrastructure construction experts 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 performance and developing sustainability while applying our risk management approach across the delivery of our construction services.

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

- Complying with all legal, contractual and local requirements;
- Promoting a safety culture, always preferring preventative measures to protective measures;
- Guaranteeing healthy working conditions and a safe work environment and infrastructure, including machine safeguarding;
- Minimising the likelihood of incidents, injuries and occupational diseases;
- Utilising innovative technologies in our production processes, and providing suitable and skilled resources in order to eliminate hazards and reduce risks to workers' health and safety;
- Involving, consulting and engaging workers in risk management process, making them active and responsible participants;
- Continuously training workers and providing consistently updated information, instruction and supervision to embed a positive Health & Safety culture;
- Full cooperation with local communities, stakeholders and regulatory bodies to ensure information transparency and two-way communication.

This policy is communicated to our employees as part of the mandatory induction process and it is available to all stakeholders via the company's website and the intranet.

It is reviewed annually during management system reviews to ensure it is consistent with the company's mission and vision.

*Giandomenico Ghella
Chairman, March 2019*

