

# 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 and external partners 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.

Ghella requires that its business partners, suppliers and subcontractors align to the appropriate workplace behaviour principles expressed in this policy.

**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.**

**Enrico Ghella**  
**Chairman, September 2022**