



INTEGRATED POLICY FOR ENVIRONMENT AND HEALTH AND  
SAFETY IN WORKPLACES

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## Sommario

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## 1. INTRODUCTION

Italdesign Giugiaro S.p.A. works in the field of design and models and prototypes production.

In this role we are committed to becoming a leading supplier of sustainable mobility and a model for safeguarding the Health and Safety of our workers at every stage as well as for protecting our Environment.

We are facing the challenges of climate change and we accept them.

We are aware of our responsibility towards people, the Environment and all the social and environmental impacts associated with our actions and our products.

We use our skills for innovation to safeguard the Health and Safety of people and to reduce our impact on the Environment globally. We address the challenges associated with the entire life cycle connected with our products. At the same time, our technologies support our customers in reducing their ecological impact and contribute significantly to safeguarding the Environment.

In our work, we consider Occupational Health and Safety and the protection of the Environment as integral parts of the company results; a responsible strategy for managing risks for Health and Safety of all personnel and for Environment is essential for achieving our own results.

The Management, aware of its responsibilities, undertakes to assume and pursue virtuous behaviour from a Health and Safety and environmental and perspective, aimed at continuous improvement, identifying and involving all the stakeholders.

## 2. LEADERSHIP BEHAVIOUR

Our Managers, at all organizational levels, are aware of the Occupational Health and Safety and environmental risks deriving from their business activities. Through words and action they confirm their commitment to act in compliance with the law and internal rules, and to accept their role as behavioural models for both Health and Safety and environmental protection. Our Managers are responsible for ensuring that the requirements described in this policy are implemented and respected and are committed to ensuring that all employees are informed and qualified.

Environment protection and the safeguarding of people's Health and Safety are integrated into the business processes.

The priorities for decisions relating to the Environment are realigned in terms of the currently valid sustainability statement.

Management undertakes to make this document available to stakeholders, to communicate it within the organization and to keep it as documented information.

### 3. CONFORMITY

Italdesign Giugiaro S.p.A. undertakes to comply with the legal and regulatory requirements as well as those signed towards the stakeholders. Our Integrated Environment and Safety Management System (ESMS) ensures that Occupational Health and Safety and ecological aspects and obligations in our activities are identified and adequately considered. The implications deriving from non-compliance with the ESMS requirements will be treated according to the organizational guidelines of the Group. The compliance of our actions with what is expressed in this integrated policy is assessed annually by the Management of Italdesign Giugiaro S.p.A. by means of suitable indicators (KPIs).

### 4. PROTECTING ENVIRONMENT

Our processes are based on a life cycle approach aimed at reducing risks and environmental impacts and seizing opportunities to protect the Environment. The latter may include the use of renewable energy, as well as control and reduction of consumption. We are committed to reducing our environmental impact according to a life-cycle thinking approach of our processes, products and services, while taking into account economic feasibility. In order to achieve our goals, the Key Environmental Indicators (KPIs), which transparently report the progress of our efforts, are annually monitored.

### 5. GOALS AND PROPOSALS FOR THE PROTECTION OF THE HEALTH AND SAFETY OF WORKERS

The Company undertakes to promote the culture of Health and Safety and to operate in this field both in compliance with the laws and regulations in force and in accordance with the UNI EN ISO 45001 standard.

Italdesign Giugiaro S.p.A. undertakes to continuously achieve the improvement objectives in the field of Health and Safety of workers, considering them an integral part of the activity and use human, instrumental and economic resources for the purpose.

These goals are pursued:



- Maintaining an effective Health and Safety Management System aimed at continuous improvement according to the requirements of the ISO 45001 standard;
- Updating the Context analysis in which our Company operates and of the expectations of the parties in order to identify all the factors capable of positively or negatively influencing the achievement of company objectives.
- Ensuring full compliance with current legislation and with others signed by the same organization in the field of Occupational Health and Safety;
- Pursuing the maintenance and improvement of the best working conditions in terms of safety and health for the staff, acting in compliance with the laws and regulations with the aim of preventing accidents, injuries and occupational diseases;
- Identifying hazards and evaluating the risks existing in the three operational sites, providing a specific plan of interventions for the reduction and/or control of the risks themselves as well as the elimination of the hazards whenever possible;
- Involving and consulting workers, as well as their Safety Representatives;
- Developing and implementing adequate training, information and training programs, in order to maintain a high degree of awareness of the staff;
- Preparing operational methods and organizational aspects aimed at the Health and Safety of workers, and company assets;
- Preparing and updating the emergency plans and the related active and passive measures to guarantee Safety of workers even in case of extraordinary events;
- Promoting Health prevention campaigns, to be undertaken with the collaboration of Specialists in various fields of expertise and addressed to all company personnel;
- Considering issues relating to Safety also when choosing suppliers/contractors.
- Periodically checking that this Policy and the Management System are understood, implemented and maintained at all levels of the organization, verifying the results obtained and carrying out the appropriate reviews, as well as constantly adapting the Health and Safety Management System and Policy to the evolution of the company context and to the evolution of the reference legislation.

The specific objectives regarding Health and Safety in the workplace are defined annually by the Management and shared with all the personnel and are reviewed during the Management Review.

## 6. STAKEHOLDERS

We consider the involvement of stakeholders such as employees, customers and suppliers to be very important and we take into account their significant expectations. The Management of Italdesign Giugiaro S.p.A. takes into consideration any suggestions from stakeholders regarding Health and Safety of workers and environmental protection, discussing and evaluating them for the purpose of improving processes.

## 7. CONTINUOUS IMPROVEMENT

As part of our efforts to reduce the environmental impact of our products, services, processes, our Environmental Management System is internationally recognized and validated by an independent certification body. This ensures that environmental requirements are implemented not only in our core businesses but also in our decision-making processes. We are committed to implementing the best available technologies on an environmental level, as well as to achieving our goals and to meeting the significant expectations of stakeholders.

Within this organization, Management focuses on the following environmental impacts, considered significant:

- Waste
- Energy consumption
- Atmospheric emissions
- F-Gases

We are committed to protecting the Health and Safety of people through the best available technologies, to achieving our objectives and to meeting the significant expectations of stakeholders.

Within this organization, the Management assesses all significant risks for the Health and Safety of workers.



ITALDESIGN-GIUGIARO S.p.A.  
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