FiberCop

Policy Health & Safety

1. INTRODUCTION

FiberCop, operating in the telecommunications sector, has adopted an organizational model focused on sustainability, digitalization, and the protection of health and safety at work. The company promotes safe, inclusive, and technologically advanced work environments, integrating a culture of safety into both operational and strategic processes. The Occupational Health and Safety Policy (OHS) is part of this context, serving as a tool to ensure people's well-being and regulatory compliance.

2. RECIPIENTSI

This Policy applies to the entire organizational structure of FiberCop.

3. PURPOSE AND SCOPE

This document aims to define the principles and guidelines for managing occupational health and safety, promoting accident prevention, continuous training, active worker involvement, and compliance with current regulations. It applies to all locations and to both internal and external workers involved in company processes.

4. REFERENCES

This document is drafted in accordance with existing regulations and in compliance with the UNI EN ISO 45001 standard.

5. PROCESS DESCRIPTION AND RESPONSIBILITIES

FiberCop's top management intends to establish, implement, and maintain a concrete Occupational Health and Safety (OHS) policy that:

a. Ensures safety and optimal living conditions in work environments, quality of services offered to people and all stakeholders, and effective management of its premises, designed, managed, and maintained according to new agile work models, sustainability (environmental, social, etc.), and optimization of energy resource consumption;

b. Promotes the prevention of accidents, occupational diseases, and near misses through the implementation of appropriate technical and organizational measures and the verification of their adequacy and effectiveness, consistent with the organizational context and the specific nature of risks and opportunities;

c. Provides a reference framework in the telecommunications services sector by setting clear OHS objectives for internal and external resources operating within its organization;

d. Ensures full compliance with legal requirements and other mandatory obligations regarding health protection;

e. Enables the progressive elimination or minimization of risks by adopting principles, standards, and solutions that constitute "best practices" as a basic requirement for containing "emerging risks" related to digital transformation;

f. Makes every resource within the organization responsible, in daily activities, for eliminating and reducing hazards to OHS through a precise management process that favors the selection of activities, materials, equipment, Personal Protective Equipment, technical and administrative measures, including training, with the lowest possible risk impact for OHS;

g. Pursues continuous improvement in Occupational Health and Safety performance;

h. Ensures careful selection, management, and control of contractors and suppliers, also regarding the adoption of the highest standards, promoting dialogue and the exchange of best practices for accident reduction;

i. Promotes consultation and participation of workers and their safety representatives, periodically informing stakeholders about activities, performance, and objectives related to health and safety to ensure transparent dialogue and foster a safety culture within and outside the organization;

j. Periodically informs internal and external stakeholders about activities, performance, and objectives related to OHS to ensure transparent dialogue, also aimed at promoting and spreading a safety culture that is not only dictated by regulatory compliance but represents a collective and shared responsibility.

6. POLICY REVIEW

This policy is reviewed at least once a year during management review or in the event of significant contextual changes.