



## Health, Safety, Environment, Public Safety and Sustainability Policy

In the course of its activities, Matrica pursues the priority objective of ensuring continuous improvement as regards the health and safety of employees, contractors, customers, suppliers and, more generally, stakeholders with whom it engages, environmental protection, protection of public safety and sustainability, acting in compliance with the Code of Ethics and the following principles:

- industrial and commercial operations are run in compliance with international agreements and standards, current statutory and voluntary regulations, as well as specific corporate standards and regulatory instruments regarding occupational health and safety and the environment;
- principles, standards, and solutions are implemented that represent international best practices for the protection of Health, Safety, Environment, Public Safety and Sustainability. To this end, the company implements systematic benchmarking processes;
- operations management complies with enhanced environmental protection and energy efficiency criteria and aims to improve health and safety conditions in accordance with content and methods shared with trade union organisations;
- technological research and innovation aim to promote increasingly environmentally-compatible and environmentally-sustainable products and processes characterised by increasingly greater focus on the health and safety of employees, populations, contractors and customers, also promoting partnerships to develop new technology;
- health, safety, environmental protection, public safety and sustainability issues are handled in accordance with the principles of precaution, prevention, protection and continual improvement, making employees aware of their responsibilities at all levels;
- the company promotes leadership, consultation and participation of workers so that health, safety and environmental issues are managed according to the principles in question;
- the company considers protection of health to be an essential requirement and promotes the physical and mental wellbeing of its staff;
- the company deems staff training and experience and knowledge sharing an essential means of achieving Health, Safety, Environment, Public Safety and Sustainability objectives with a view to continual improvement in prevention and protection;
- as part of their duties, employees are involved in the process of Health, Safety, Environment, Public Safety and Sustainability protection, as well as protection of themselves, colleagues and the community;
- the company regularly notifies employees, trade unions, Authorities and public of the results achieved as far as Health, Safety, Environmental Protection, Public Safety and Sustainability are concerned;
- using its technological abilities and professional skills, the company undertakes to contribute to improvement in the quality of life of the communities in which it operates and more effective implementation and continual improvement of the sustainability model.

In order to implement its Health, Safety, Environment, Public Safety and Sustainability objectives, Matrica is particularly committed to:

- limiting gas emissions, releases to water and generation of industrial waste;
- responsible use of natural resources and improvement in energy efficiency levels;
- eliminating hazards and reducing/limiting occupational health and safety risks and, consequently, preventing injury and occupational disease;
- improving the HSE performance of products, services and the management system itself;



- implementing systematic, continuous monitoring systems for performance indicators in the field of Health, Safety, Environment and Public Safety and improvement programmes;
- planning, reporting and regular review of emergency response actions, including with a view to mitigating consequences.

Matrica regularly reviews the content of this Policy so that it remains suitable, taking changes to the internal and external context into account.

Matrica ensures notification and dissemination of the Health, Safety, Environment, Public Safety and Sustainability Policy to all staff by using the corporate network system and posting on notice boards and to all stakeholders by publication at the corporate website.

Porto Torres, 22/05/2024

General Manager

Alessandro Del Seppia

A handwritten signature in black ink, appearing to read "Alessandro Del Seppia". The signature is written in a cursive style with some flourishes.