



## OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY - UNI ISO 45001 -

Sesa S.p.A. (hereinafter “Sesa”) invests and believes in Health and Safety in the workplaces and invests in these aspects through staff education, information and training programs, creating comfortable workplaces that comply with current legislation, believing that the future growth of companies and organizations is increasingly linked to the well-being and safety of their staff. Sesa is committed to promoting, as part of its activities, Health and Safety in the workplaces and the search for improvement solutions in this area. The tool chosen by the Organization to pursue its Policy is a Safety Management System compliant with the UNI ISO 45001 standard.

In order to ensure that the activity of Sesa is carried out into the protection of Health and Safety, not only in terms of conservation, but as an enhancement of the same, the Management defines as the reference principles of its OHS Policy the following:

- the responsible management of the site by conducting its activities in full protection of the Health and Safety of workers;
- the planning of the investments necessary for the proper functioning of plants, machines, equipment and all infrastructures in general;
- the provision of its employees with infrastructures suitable for the activity to be carried out and all the necessary personal and collective protective equipment with regard also to their ergonomic needs;
- the design and implementation of any modifications, taking into consideration, as of primary importance, the safety aspects;
- compliance with the laws and regulations in force in the country of operation;
- the provision of legal mandatory training, integrating it with respect to specific company problems;
- the systematic assessment of the safety of the site, through the implementation of a monitoring system, on the basis of which continuous improvement actions can be implemented;
- the promotion of the continuous improvement of the health and safety conditions of the site, ensuring in advance full compliance with laws and regulations;
- information, training and awareness of all personnel on the Safety management system and its application within the Organization;
- the promotion at all levels, with an adequate degree of security, of a widespread sense of proactivity so that a process of sharing is effective that tends to improve awareness of the role that everyone plays;
- communication with customers, suppliers, contractors and the public to improve site security;
- communication with the competent public authorities to establish and update emergency and safety procedures.

The management undertakes to constantly verify environmental management, through internal audits in accordance with applicable legislation and the UNI ISO 45001 standard, so that it is always relevant and appropriate with respect to the work activities carried out by the company. Finally, Sesa has set itself the continuous improvement of the performance of its Health and Safety Management System as a permanent target. Every year, during the Management Review, this policy and the entire system will be reviewed to verify its effectiveness and the need for any updates, the objectives and programs for the following year will be defined, which will be communicated to the company staff.

Empoli (FI) - April 30, 2026

Sesa S.p.A.

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This Policy and the principles described above are known and disseminated to all employees, outside the organization, and to all those who request them. A copy of the Policy is also published on the company website.