



## Health, Safety and Environment Policy

Protecting people's health, safety and welfare and protecting the environment are core values of the Pirelli Group in conducting and developing its activities.

Pirelli's strategies for sustainable development pursue continuous improvement in environmental, occupational health and safety and welfare related aspects, in accordance with the Company's Values and Ethical Code and in compliance with the Sustainability Model envisaged by the United Nations Global Compact, the "ILO Declaration on Fundamental Principles and Rights at Work" and the "Rio Declaration on Environment and Development".

Specifically, Pirelli:

- undertakes to manage its environmental and occupational health and safety activities in compliance with relevant laws and all of the commitments undertaken, as well as in accordance with the highest international management standards;
- pursues the goal of "zero injuries to people" by implementing measures for the prompt identification, assessment and prevention of occupational health and safety risks in order to permanently reduce the number and severity of accidents and occupational diseases, and by activating, for this purpose, health monitoring plans to protect workers from the specific risks associated with their jobs;
- pursues the reduction of environmental impact of Group operations through the prompt identification, assessment and prevention of environmental risks allowing for identification of appropriate action plans;
- develops and implements emergency management programs designed to prevent and avoid injury to people and damage to the environment in case of accidents;
- defines, monitors and informs its *Stakeholders* of specific objectives for continuous improvement of occupational health, safety and environmental *performance* associated with its processes, products and services throughout their entire life cycle;
- undertakes to develop safe products and production processes designed to minimise pollutant emissions, waste generation – also by reusing and recycling materials –, consumption of existing natural resources, and the causes of climate change, in order to protect the environment, biodiversity and ecosystems, with a primary focus on the regions where it operates;
- empowers, trains and motivates its employees on how to work in a safe and environmentally-friendly manner, involving all levels of the organisation through a continuous training and information program, aimed at promoting a culture of safety at work and respect for the environment and to ensure that the responsibilities and procedures in these areas are properly updated, communicated and clearly understood;
- promotes information and awareness-raising initiatives on health, safety and environmental issues;
- offers ongoing practical support in order to facilitate employees' work-life balance;

- manages its supply chain in a responsible manner including, in particular, respect for occupational health, safety and environmental issues in the supplier selection criteria, in the contractual provisions and in the audit criteria. It also requires that its suppliers implement a similar management model within their supply chains complying with environmental, occupational health and safety international standards and laws and regulations of the countries where they operate;
- shares its culture of safety at work and protection of the environment with its *Stakeholders* and actively collaborates on a national and international level with institutional and academic institutions dealing with these issues.

With the aim of pursuing the values in this *Policy*, Pirelli has implemented an integrated, structured and dynamic "Health, Safety and Environment" management system based on recognised *best practices* and international standards.

Pirelli's Top Management, supported by the continuous guidance of the Health, Safety and Environment Department, has a strategic role in the full implementation of this Policy ensuring the involvement of all personnel and of those who collaborate with Pirelli and the consistency of their behavior with the values embodied in this Policy.

Pirelli provides its *Stakeholders* with a dedicated channel (the "Group Whistleblowing Policy-Complaint Procedure" published on the Pirelli website) for reporting any situation, also anonymous, that in breach of this *Policy* poses or could pose a risk to the health, safety or welfare of individuals as well as for the protection of the environment.

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**EXECUTIVE VICE CHAIRMAN and CEO**

**Marco Tronchetti Provera**