



HSE POLICY

The proactive management of Health, Safety, and Environmental aspects are paramount for Bonatti, to develop, implement and maintain sustainable approach to the business. Aim of this Policy is to protect the health and ensure the safety of our internal and external Stakeholders, to protect the Environment, to assure the integrity and safe operation of our assets, and to protect company reputation. HSE and its inherent culture is embedded as an integral part of our business, which is based upon a genuine care and concern for the people and the environment. Nothing less than top notch HSE performance is deemed as acceptable for Bonatti and all its people.

Scope of This Policy pertains to:

- All parts of Bonatti Organization;
- All assets and projects owned and operated by Bonatti;
- All people operating for, or on behalf of Bonatti; this includes Contractors, Sub-Contractors and Visitors.

Bonatti shall:

- Comply with all applicable legislation, regulations, norms and other requirements voluntarily accepted by Bonatti;
- Engage and Consult with all Stakeholders (including but not limited to governments, employees, partners, customers, contractors, local communities and industry organisations) to understand and deal with their concerns and expectations;
- Implement safe working practices and fitness to work programmes. It is Bonatti paramount to pursue the goals of no harm to workers and surrounding communities both in terms of their health and of ensuring no injury to people;
- Play a leading role in promoting sustainable development in countries;
- Adopt a risk-based approach to design, construction, maintenance and operation of Projects, ensuring that the HSE risks are assessed and managed across the entire lifecycle of each business activity;
- Pursue the continual improvement of its HSE performances;
- Set targets for HSE performance monitoring, improving and appraisal; the performances are regularly scrutinised and assessed by the Management in order to assure the continual improvement.
- Ensure that competent and sufficient resources are in place to manage HSE aspects accordingly to this Policy;

- Provide inherent training to all personnel, ensuring that only competent personnel is assigned to appointed tasks. Bonatti will assess its own people by including HSE performance in their appraisal;
- Maintain a documented HSE Management System reflecting best industry practice, consistent with legal, regulatory and contractual requirements, defining the HSE accountability and responsibilities within the organisation. System includes HSE reporting and performance review;
- Implement and encourage consultation, participation and contribution to HSE topics of all workers;
- Introduce highly efficient and low energy consumption solutions, low environmental impact products, support for climate protection initiatives and biodiversity protection and guarantee of efficient use of energy and natural resources;
- Audit relevant HSE processes across the organisation to pursue the continual improvement;
- Carry out suitable and sufficient investigation for any incident occurring on all Bonatti-controlled premises;
- Ensure all due arrangements for the welfare of employees.

Bonatti expects that:

- Every line manager is fully committed to act as a HSE Leader, ensuring the knowledge and effective implementation of HSE requirements. All her/his actions and decisions shall be oriented to the protection of the health and safety of employees and contractors and preventing any environmental adverse impact;
- All employees and contractors recognise their ownership for HSE and the right to openly report any HSE related concern. Everyone is encouraged to intervene in the event of unsafe acts or conditions and hazards to the environment and is empowered to stop the work if required to do so.

This Policy shall be regularly reviewed and actively communicated to all employees, contractors and visitors. Its implementation is direct responsibility of the line management and all employees.

Andrea Colombo
Chief Executive Officer