

Health, Safety and Environment (HSE) represents an integral part of the core business of ClarineT. For this reason, the elements designed to manage them are essential during the development of business activities, with consideration also given to the pressure and the increasingly stringent requirements imposed by national and international legislation, as well as by Clients and Public / Government Authorities, Company therefore considers as strategic objectives:

- *Safeguarding the safety and the health of Company's personnel, third parties' personnel and the public,*
- *Protecting the environment;*
- *Protecting the Company's assets and public property.*

Considering the purpose and context of the organization, the specific nature of the risks and opportunities, the condition of the environment in which it operates and the commitment to provide safe and healthy working conditions for the prevention of work-related injuries and diseases, the Company's Top Management is constantly committed in the continuous improvement of the Integrated Management System (IMS HSE-Q), providing a framework for setting the Company's HSE objectives, according to compliance obligations, by following the principles and requirements of applicable standards.

Company and all personnel are acting to protect the environment by preventing and eliminating environmental pollution, safeguarding the safety and the health of personnel and the public, through:

- Commitment to fulfill legal and other requirements;
- Continuous training in order to prevent environmental pollution, preserve natural resources, safeguarding the safety and the health of personnel and the public, develop attitudes, skills and knowledge required to achieve stated objectives and to improve the Integrated Management System (IMS HSE-Q);
- Continuous raising of environmental, occupational health and safety awareness;
- Commitment to provide safe and healthy working conditions for the prevention of work-related injuries and diseases;
- Commitment to eliminate hazards and reduce risks to occupational health and safety;
- Adopting materials with smaller environmental footprints and improvement of hazardous waste management;
- Ensuring that all plants, equipment, tools and materials are properly used, maintained or handled to avoid risks to any person and/or to the environment;
- Following environmental procedures in order to decrease environmental pollution, and prevent degradation and damage to the environment;
- Protecting the Company's assets and public property;
- Decrease of adverse impact on water, soil, air, and biodiversity;
- Encouraging personnel to adopt safe, healthy working practices at all times during their activities;

- Ensuring that all personnel is aware of their own responsibilities toward themselves, the others and the environment;
- Adapting evaluation and selection procedures of suppliers/subcontractors consistent with the HSE policies;
- Promoting continuous improvement, ensuring that all activities, including the planning phase, are managed, at all levels, with the aim of continuous improvement of the HSE performance;
- Commitment to consultation and participation of personnel, at all levels, and employee representatives to improve sensitivity on topics relating occupational health and safety and environmental protection;
- Performing regular audits, inspection and surveys to ensure the compliance with HSE standards;
-

The framework for setting environmental, health and safety objectives is defined in the Integrated Management System (IMS HSE-Q).

Company's Top Management is responsible for communicating this Policy to all persons working for or on behalf of the organization and making it available to the public. Every personnel working for the organisation is responsible to operate in accordance with the present policy, and related procedures and methods to keep the Company HSE performance at highest standards.

Marco Ramognino

CEO

ClarineT Srl

December 2019