



Health and Safety Policy

Daikin Applied Europe considers the health and safety of its workers, along with promotion of the health and well-being of workers, as essential values that must form an integral part of all its operations.

The Policy on Operational Health and Safety (OH&S) defines the principles and aims of the OHSAS 18001 Management System. It represents a guide to ongoing improvement and reflects the commitment of the Top Management to protect the Health and Safety of all staff involved in the Company's operations.

The principles upon which the System philosophy are based are as follows:

- OH&S values cannot be compromised: no activity is so important or so urgent that it cannot be carried out in safety and taking all the necessary steps;
- Every individual has the right and the responsibility to intervene if there is any reasonable doubt that safety may be compromised.

The main aims of the Management System for health and safety in the workplace comprise, but are not restricted to, the following:

- Compliance with the reference national and international laws, rules, regulations and standards and with any other requirements agreed to;
- Compliance, in particular, with the requirements of the Model of Organisation and Management adopted by the Company pursuant to Legislative Decree no. 231/01 and other rules of the group in terms of health and safety, to ensure the safety and health of workers and prevent the commission of the offences that would give rise, in relation to the Company, to the administrative liability pursuant to the Legislative Decree no. 231/01 art. 25-septies;
- Identification and assessment of the health and safety risks present in the company while carrying out the main or auxiliary corporate activities;
- Implementing preventive actions and improvements aimed at guaranteeing that the products, processes, plant, equipment, methods and workplaces are designed, constructed, used, maintained and disposed of, with the use of the best available economically viable technology, minimising risks for the health and safety of workers, third parties and the community in which the company operates;
- Guaranteeing the involvement of the entire management structure, all employees and those who work on behalf of the organisation in working towards a culture of accountability, participation and support for health and safety;
- Providing workers with adequate education, information, training and with the tools necessary to ensure that all are able to carry out the tasks assigned them in a state of safety;
- Committing to the prevention of accidents and work-related illnesses;
- Managing suppliers and contractors so that they share the proactive approach to HS questions and participate actively in the prevention of risks;
- Ensuring that persons working on behalf of the organisation carry out the various activities in compliance with our Policy and with the Organisation and Management Model adopted by the Company pursuant to Legislative Decree no. 231/01;
- Providing a disciplinary system to punish any failures to comply with the measures indicated in the Organisational Model in order to prevent the offences pursuant to art. 25septies of Legislative Decree no. 231/01;
- Providing organisational flows from employees to the Company's Supervisory Body in respect of incidents, near misses and with regard to any critical event capable of resulting in a possible legal breach.

Daikin Applied Europe's Health and Safety Policy will constantly be monitored and updated, so that it remains pertinent and suitable for the organisation.

Daikin Applied Europe considers it essential to guarantee the ongoing improvement of its performance in the field of health and safety at work, setting increasingly demanding targets in that sense. In particular, the company takes responsibility for promoting and disseminating this commitment by means of annual plans that, by identifying the most significant aspects, provide for actions and resources to achieve the level of improvement that has been set.

Ariccia, 20 March 2017

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