



## *Health and Safety Policy*

Daikin Applied Europe considers the safety and protection of its workers - as well as the promotion of their health and well-being - as fundamental values to be integrated into all its activities. This Policy defines the principles and goals of the ISO 45001 Management System.

The principles on which the System philosophy is founded are the following:

- All possible precautions must be taken to always act safely and be projected towards the motto "Safety first", in order to achieve the "zero accidents" goal.
- The values regarding health and safety cannot be compromised: all activities shall be carried out safely and following all the necessary steps, regardless their importance or urgency.
- It is everyone's right and responsibility to intervene if there is any reason why safety may be compromised: Daikin encourages all its workers, at all levels, to report any dangerous situations, so that preventive measures and corrective actions can be taken.

The main goals include, but are not limited to:

- Following the laws, rules, regulations, national and international reference standards, as well as with any additional requirements signed.
- Observe - and ensure that those who work on behalf of the organisation do the same - the requirements of the Organisation and Management Model adopted by the Company pursuant to Legislative Decree 231/01 and other group rules on health and safety, in addition to this Policy, in order to ensure the safety and health of workers and prevent possible offences that would give rise to administrative responsibilities for the Company, pursuant to Legislative Decree 231/01, art. 25-*septies*.
- Establish a disciplinary system suitable for sanctioning non-compliance with the measures indicated in the Organisation Model, in order to prevent offences pursuant to Legislative Decree 231/01, art. 25 *septies*.
- Identify and assess the health and safety risks present in the company during the performance of the main or supporting tasks.
- Set up prevention and improvement actions aimed at ensuring that products, processes, plants, equipment, methods and workplaces are designed, built, used, maintained and decommissioned using the best, economically feasible technology available, minimising the risks for the health and safety of workers, third parties and for the community (and, more generally, for all stakeholders) in which the company operates.
- Ensure the involvement of the entire management structure, of all employees, their representatives and those who work on behalf of the organisation towards a culture of responsibility, participation and promotion of health and safety.
- Provide workers with adequate education, information, and training, as well as with the necessary tools to ensure that everyone can perform the assigned tasks in safety conditions.
- Commit to prevent accidents and occupational diseases.
- Manage suppliers and contractors so that they share the same proactive approach towards HS issues, actively participating in risk prevention.
- Establish suitable information flows from employees to the Company Supervisory Body regarding accidents, near misses and any critical issues capable of causing a possible legislative non-compliance.

This Policy will be constantly monitored and updated, so that it remains relevant and adequate to the organisation. Daikin Applied Europe considers it essential to ensure the continuous improvement of its performance in the field of occupational health and safety, setting more and more demanding goals. More specifically, the company takes responsibility for promoting and disseminating this commitment through annual plans which, by identifying the most significant aspects, are designed to prepare actions and resources aimed at achieving the set level of improvement.

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