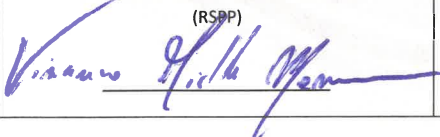
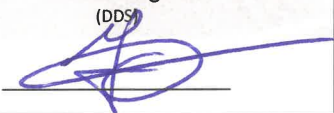
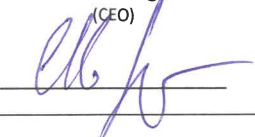




# HSE POLICY

|                       |                           |
|-----------------------|---------------------------|
| <b>Identification</b> | <b>HSE-MOD-02-A-ALL.1</b> |
| <b>Version</b>        | <b>00</b>                 |
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| <b>Description</b>    | <b>HSE POLICY</b>         |

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|---|---|---|
| Prepared  | Checked   | Approved / Last review  |
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|------------------|------------|---------------------|----------|
| REV              | Date       | Description         | Reviewer |
| 00               | 01.09.2022 | First issue         | MaV      |
| 01               | 01.09.2023 | Revision and Update | MaV      |

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## HSE POLICY

Drillmec S.p.A. A SINGLE SHAREHOLDER considers the satisfaction of all stakeholders, internal and external, to be the fundamental requirement for improving and overseeing the HSE (Health, Safety & Environment) processes managed, and intends to strive for challenging objectives in this area.

These goals are achieved through compliance with national Health, Safety and Environment standards, and the adoption of voluntary international standards.

Drillmec S.p.A. A SINGLE SHAREHOLDER is committed to safeguarding the Health and Safety of its employees and contractors, minimizing the impact of its activities on the environment, systematically addressing HSE management to ensure regulatory compliance and achieving continuous improvement in Health, Safety and Environment performance, and managing and considering Health, Safety and Environment as a primary concern.

In this regard, it is a certified company under ISO 45001:2018 - ISO 14001:2015.

This Policy reflects these choices by "integrating" the different aspects for which Drillmec S.p.A. SOCIO UNICO defines and documents its commitment, to all its Stakeholders, to improve its performance and at the same time ensure the protection of its employees, third parties working for it, the populations living near its operating sites, as well as its plants, its customers and the surrounding environment.

To guarantee this commitment, Drillmec S.p.A. has adopted a Code of Ethics disseminated through the intranet portal and the Company website.

The Policy is also applied for Foreign Subsidiaries, and the same commitment to compliance is also required of the staff of contractors working for the same, through their qualification and selection for contracting, execution of work, coordination of activities and verification of performance.

In the specific area of **Occupational Health and Safety** issues, Drillmec S.p.A. is committed to carrying out its activities through the following principles:

- promote cooperation with Competent Authorities (INAIL, ASL, Labor Inspectorate, similar bodies) and Business Associations in order to establish an effective channel of communication (input/output), aimed at continuous improvement of occupational health and safety performance, third parties and stakeholders;
- verify, through inspections integrated with those of environmental protection, the implementation of legal provisions on workplace safety. In this regard, Drillmec S.p.A. takes into account and monitors all company risks and in particular those of safety at work and implements all appropriate actions in order to prevent and contain them, promoting safety and health protection not only for its employees, but also for all workers involved in the processes: contractors, suppliers, designers, maintenance workers and visitors;
- promote corporate best-practices for spreading a culture of health and wellness in the workplace;
- applies the STOP WORK procedure in case of imminent danger, unsafe conditions or non-compliance with safety regulations.

In the specific area of issues for the **Environment**, Drillmec S.p.A. A SOCIO UNICO is committed to carrying out its activities through the following principles:

- prepare a periodic assessment of the environmental impacts of its activities and related risks, seeking solutions to minimize any negative effects of its activities on the environment by also applying the STOP WORK procedure;
- verify, with inspections integrated with those of occupational health and safety, the actions aimed at protecting the Environment, carried out by the relevant organizational structures;
- promote cooperation with Competent Authorities and Institutional Bodies;
- implement transparent communication of its environmental activities;
- recognize the importance of social acceptance of the use of its facilities by the communities in which it operates, and aims to carry out its works with attention to the environment, the landscape and to the interests of local and national communities, limiting its impact on the territory wherever possible;
- devote special attention to waste management, striving for waste disposal oriented toward the recycling of materials and their possible reuse;
- support initiatives, internal and external, aimed at improving environmental sustainability and human activities in general, giving priority to those initiatives aimed at achieving objectives related to environmental protection;
- recognize the relevance of climate change, emission control and waste generation as a sustainability issue on a planetary scale. Although not involved in power generation and not involved in emission trading schemes, it is committed to reducing its direct and indirect emissions, within the constraints of the obligations of safety, continuity and economy of production.

The Policy is evaluated at least once a year at the HSE Management System Review in accordance with the results achieved and, in case of change, it is submitted to Drillmec S.p.A. A SOCIO UNICO management and disseminated to all personnel via the company Intranet.

The HSE Policy is also available to all stakeholders through publication on the Company website at: <https://www.drillmec.com>.

The commitments contained in the Policy are commensurate with the human and financial resources available and are the reference for defining objectives for improving performance.

Drillmec S.p.A. contributes together with the Workers, Trade Unions and Suppliers, to the definition and implementation of a strategy aimed at determining a more widespread culture of risk prevention in the workplace and the conditions necessary for sustainable development through the strengthening of technical and organizational solutions in the field of safety and environment increasingly oriented to continuous improvement, environmental sustainability and energy efficiency of its production cycles and product/service.

**CICOGNANI Claudio**  
Chief Executive Officer

