



ZANOTTI S.p.A. con socio unico

Cap.Soc.i.v. €8.890.000,00 | EORI IT01856570203 | C.F. - P.I. 01856570203 | Reg. Impr. 01856570203
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Workplace Health and Safety Policy

Rev 01 of 09/01/2023

In Zanotti Spa, member of the Daikin Group, the protection of the health and safety of its workers and other interested parties is considered an integral part of the company management. For this reason, the Management has decided to adopt and promote a Health and Safety Management System compliant with the Organization and Management Model adopted by the Company pursuant to Legislative Decree 231/01.

This Health and Safety Policy and the related procedures apply to all Zanotti Spa activities, wherever they are carried out, and must be followed by all employees as well as by persons who work on behalf of Zanotti Spa.

Zanotti Spa undertakes to ensure that its activities are fully compliant with all current legislation on Health and Safety in the workplace.

Zanotti Spa has therefore set the following key principles:

- The protection of health and safety in the workplace cannot be compromised;*
- Each person in the organization must be oriented towards promoting the "Safety first" principle.*

In particular, the company it is obliged to:

- Ensure full compliance with all mandatory laws and regulations and voluntary regulations;*
- Act towards the improvement of its processes and products and constant search for the right balance between health and safety in the workplace and economic growth;*
- Adopt a proactive and preventive approach to health and safety in the workplace, and not just reactive as a corrective action for the elimination of non-conformities after the fact or mere legislative adaptation;*
- Guarantee an open collaboration with Customers, Suppliers, Local Authorities, Control Authorities and Social parties for the management of problems related to the protection of health and safety in the workplace;*
- Work towards the continuous improvement of the effectiveness and efficiency of business processes, focusing attention on health and safety for those who work there, implementing methodologies to prevent any potential risk;*
- Promote staff growth at all levels and the involvement of the supply chain, in order to spread the culture of respect for the safety and health of the work environment, fighting any intolerance of race, religion, personal ideologies;*
- Annually review the effectiveness of this Health and Safety Protection Policy.*

The Policy is communicated to workers in order to spread the principles and to guarantee their knowledge and disclosure. This Health and Safety Protection Policy is also communicated to customers and suppliers and it is available to the public through the Company's website - www.zanotti.com.

Patrick Adrian Maughan
Managing Director
Zanotti Spa