

CODE TITLE

PS_HSE_0001 **Gestione documentale**

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1 **INTRODUCTION**

Italdesign is a state-of-the-art customer-centric, method- and fact-based company operating in Styling, Engineering, Production and New Mobility Solutions.

Headquartered in Moncalieri, Turin, Italy, with over 1,200 employees working in Italy and abroad, for 55 years, it has been collaborating with major and emerging national and international players in the mobility, product and transportation design world.

Besides being a proven World Class coachbuilder, Italdesign has become system developer within automotive Electronics such as Infotainment, ADAS or High Voltage Battery Systems in the last years.

Open to partner in solutions for Software Defined Vehicles SDV.

Italdesign can provide an organic and integrated set of methods, techniques and tools aiming to the industrialization of new products and offers services for every phase of the process that leads from the initial idea to series production, including the turnkey process.

From consultancy to creativity, from engineering to production of pre-series prototypes and street-legal ultra-limited series, project management, testing and validation activities, stretching to homologation, legal responsibility for product release and assistance during start of series production of the finished product. Not to mention the mission of being an incubator and an acceleration platform for innovative technologies and radical prototyping:

Italdesign is a reliable and expert partner and enabler, and a hub combining first-rate services with cutting-edge technology and strategy partnerships.

The company has been awarded with more than 200 design awards worldwide and has been named Top Employer Italy over the last years since 2016.

For more information, visit www.italdesign.it

We are aware of our responsibility towards people, the Environment and all the social and environmental impacts associated with our actions and our products.

We use our skills for innovation to safeguard the Health and Safety of people and to reduce our impact on the Environment globally. We address the challenges associated with the entire life cycle connected with our products. At the same time, our technologies support our customers in reducing their ecological impact and contribute significantly to safeguarding the Environment.

In our work, we consider Occupational Health and Safety and the protection of the Environment as integral parts of the company results; a responsible strategy for managing risks for Health and Safety of all personnel and for Environment is essential for achieving our own results.

The Management, aware of its responsibilities, undertakes to assume and pursue virtuous behaviour from a Health and Safety and environmental and perspective, aimed at continuous improvement, identifying and involving all the stakeholders.

2 **LEADERSHIP BEHAVIOUR**

Our Managers, at all organizational levels, are aware of the Occupational Health and Safety and environmental risks deriving from their business activities. Through words and action they confirm their commitment to act in compliance with the law and internal rules, and to accept their role as behavioural models for both Health and Safety and environmental protection. Our Managers are responsible for ensuring that the requirements described in this policy are implemented and respected and are committed to ensuring that all employees are informed and qualified.

Environment protection and the safeguarding of people's Health and Safety are integrated into the business processes.

Management undertakes to make this document available to stakeholders, to communicate it within the organization and to keep it as documented information.

3 CONFORMITY

Italdesign Giugiaro S.p.A. si impegna al rispetto dei requisiti legali e normativi nonché di quelli sottoscritti nei confronti delle parti interessate. Il nostro Sistema di Gestione integrato Ambiente e Sicurezza (SGAS) garantisce che gli aspetti e gli obblighi in materia di Salute e Sicurezza sul Lavoro e Ambiente nelle nostre attività siano identificati e adeguatamente considerati. Le implicazioni derivanti dalla non conformità ai requisiti del SGAS saranno trattati secondo le linee guida organizzative del Gruppo. La conformità delle nostre azioni con quanto espresso nella presente politica integrata viene valutata, mediante idonei indicatori (KPIs), annualmente dalla Leadership di Italdesign Giugiaro S.p.A.

4 PROTECTING ENVIRONMENT

Our processes are based on a life cycle approach aimed at reducing risks and environmental impacts and seizing opportunities to protect the Environment. The latter may include the use of renewable energy, as well as control and reduction of consumption. We are committed to reducing our environmental impact according to a life-cycle thinking approach of our processes, products and services, while taking into account economic feasibility. In order to achieve our goals, the Key Environmental Indicators (KPIs), which transparently report the progress of our efforts, are annually monitored.

5 GOALS AND PROPOSALS FOR THE PROTECTION OF THE HEALTH AND SAFETY OF WORKERS

The Company undertakes to promote the culture of Health and Safety and to operate in this field both in compliance with the laws and regulations in force and in accordance with the UNI EN ISO 45001 standard. Italdesign Giugiaro S.p.A. undertakes to continuously achieve the improvement objectives in the field of Health and Safety of workers, considering them an integral part of the activity and use human, instrumental and economic resources for the purpose.

These goals are pursued:

- Maintaining an effective Health and Safety Management System aimed at continuous improvement according to the requirements of the ISO 45001 standard;
- Updating the Context analysis in which our Company operates and of the expectations of the parties in order to identify all the factors capable of positively or negatively influencing the achievement of company objectives.
- Ensuring full compliance with current legislation and with others signed by the same organization in the field of Occupational Health and Safety;
- Pursuing the maintenance and improvement of the best working conditions in terms of safety and health for the staff, acting in compliance with the laws and regulations with the aim of preventing accidents, injuries and occupational diseases;
- Identifying hazards and evaluating the risks existing in the three operational sites, providing a specific plan of interventions for the reduction and/or control of the risks themselves as well as the elimination of the hazards whenever possible;
- Involving and consulting workers, as well as their Safety Representatives;
- Developing and implementing adequate training, information and training programs, in order to maintain a high degree of awareness of the staff;
- Preparing operational methods and organizational aspects aimed at the Health and Safety of workers, and company assets;
- Preparing and updating the emergency plans and the related active and passive measures to guarantee Safety of workers even in case of extraordinary events;

INTEGRATED POLICY FOR THE ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY

- Promoting Health prevention campaigns, to be undertaken with the collaboration of Specialists in various fields of expertise and addressed to all company personnel;
- Considering issues relating to Safety also when choosing suppliers/contractors.
- Periodically checking that this Policy and the Management System are understood, implemented and maintained at all levels of the organization, as well as constantly adapting the Health and Safety Management System and Policy to the evolution of the company context and to the evolution of the reference legislation.

6 STAKEHOLDERS

We consider the involvement of stakeholders such as employees, customers and suppliers to be very important and we take into account their significant expectations. The Management of Italdesign Giugiaro S.p.A. takes into consideration any suggestions from stakeholders regarding Health and Safety of workers and environmental protection, discussing and evaluating them for the purpose of improving processes.

7 CONTINUOUS IMPROVEMENT

As part of our efforts to reduce the environmental impact of our products, services, processes, our Environmental Management System is internationally recognized and validated by an independent certification body. This ensures that environmental requirements are implemented not only in our core businesses but also in our decision-making processes. We are committed to implementing the best available technologies on an environmental level, as well as to achieving our goals and to meeting the significant expectations of stakeholders.

Within this organization, Management focuses on the following environmental impacts, considered significant:

- Waste
- Energy consumption
- Atmospheric emissions
- F-Gases

We are committed to protecting the Health and Safety of people through the best available technologies, to achieving our objectives and to meeting the significant expectations of stakeholders.

Within this organization, the Management assesses all significant risks for the Health and Safety of workers.



ITALDESIGN GIUGIARO S.p.A.
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Amministratore Delegato