



CARRARO GROUP ENVIRONMENTAL, HEALTH AND SAFETY POLICY

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CARRARO GROUP ENVIRONMENTAL, HEALTH AND SAFETY POLICY

1. INTRODUCTION

Carraro S.p.A. (also “Carraro Group”) acknowledges health and safety in the workplace and the protection of the environment as integral parts of the Values and management principles of the Group.

By creating and maintaining a safe and wholesome working environment and paying constant attention to the protection of the environment, Carraro Group aims to promote a production process that not only satisfies the expectations of its customers but also contributes to increasing the competitiveness and success of the Group.

This document outlines the principles and commitments adopted by Carraro Group to protect the environment and ensure health and safety in the workplace.

The implementation of this approach is ensured by adequate investment and the commitment of experts and organisational structures both at Group level and within individual subsidiaries and plants, with the full engagement of company management and the organisational structure as a whole.

2. FIELD OF APPLICATION AND RECIPIENTS

The provisions of this Policy apply to all employees of Carraro S.p.A. and its subsidiaries, as well as all parties who act in the name and on behalf of the Group, even if they are not employed by the Group, in all the geographic areas in which the Group operates.

All parties to whom this Policy is directed, as identified above, are defined collectively as “Recipients”.

3. EXTERNAL AND INTERNAL REFERENCES

The adoption of this Policy by Carraro Group is based upon:

- the international ISO standards for Environmental, Health and Safety Management Systems;
- the relevant laws, regulations and guidelines of each nation in which the Group operates.

The provisions contained in this Policy are integrated with those provided by other procedures and guidelines adopted by Carraro Group which deal with similar aspects; these include but are not limited to:

- the Carraro Group Code of Ethics;
- the Organisational, Management and Control Model pursuant to Legislative Decree no. 231/2001 adopted by Italian companies;
- the Quality Management System.

4. PRINCIPLES

Carraro Group requests the Recipients of this Policy to take the following actions in pursuit of its objectives:

- I. **Guarantee compliance** with local legal requirements, the internal policies of Carraro Group and the reference standards indicated by such policies, both in terms of environmental themes as well as in relation to health and safety in the workplace in a preventative and mitigatory context.
- II. **Implement and periodically assess the EH&S Management System** in order to guarantee the provision of safe workplaces and workstations while respecting and protecting the environment.
- III. **Periodically set objectives for safety and environmental protection**, preparing the company plans and specific strategies necessary for their realisation.
- IV. **Provide accurate and prompt measurements and reports** regarding the reference indicators of the EH&S Policy of the Group in order to identify the need for corrective measures.
- V. **Consider the safety, health and ecologically sustainable conduct** of all collaborators as an integral part of the Values of Carraro Group, promoting actions and conduct aimed at their implementation.
- VI. When designing and developing systems, products and processes, **consider the aspects associated with environmental safety and protection** as well as all other characteristics that contribute to the Group's position as a global leader.
- VII. **Prevent and manage environmental emergency situations**, anticipating potential risks and minimising their potential impact.
- VIII. **Rationalise energy consumption** through the use of more efficient production systems and products.
- IX. **Reduce greenhouse gas emissions** and pollution in general, adopting sustainable production systems which use less energy, promoting the use of renewable energy and adopting logistical solutions that optimise transportation capacities.
- X. Optimise the use of raw materials, **promoting the use of recyclable materials** in order to reduce waste both in terms of products and packaging.
- XI. **Limit the production of waste**, particularly hazardous waste.
- XII. **Rationalise the use of water resources**, particularly in the areas where such resources are scarce.
- XIII. **Reduce the use of hazardous substances**, replacing them where possible.
- XIV. **Encourage the development and distribution of sustainable technologies** capable of efficiently managing the consumption of water, energy and fuels to mitigate the risks linked to climate change.
- XV. **Preserve natural resources and reduce environmental impacts** in the areas in which the Group's plants are located, limiting the impacts on the region and biodiversity.
- XVI. Consider the potential **impact of products throughout their life cycle**, particularly during their use, application and end-of-life.
- XVII. **Prevent and minimise accidents, near misses, occupational illnesses and environmental incidents**, and aim to improve safety in the workplace.

- XVIII. **Engage with workers and their representatives** in terms of compliance with the laws and regulations for the protection of health and safety in the workplace and the environment, promoting an active role.
- XIX. **Collaborate with external associations** (e.g. public institutions, suppliers, clients) for the protection of the environment and health and safety in the workplace.
- XX. In all commercial relations with suppliers, the Group considers the level of adoption of the **practices or policies of sustainable work** in the context of EH&S.

5. TRAINING AND INFORMATION

Carraro Group recognises that providing information and training on EH&S topics is essential to the achievement of its EH&S objectives and is an integral part of its policy.

6. REPORTS

Employees of Carraro Group companies and third parties may report potential breaches of this Policy by using a dedicated web page accessible via a link available on the website www.carraro.com, page “Who we are”, section “Whistleblowing”.
(<https://www.carraro.com/en/who-we-are/whistleblowing>).

Carraro Group guarantees the confidentiality of all reports and does not tolerate any form of retaliation.

Campodarsego, May 22, 2019



Chief Executive Officer



Chief CSR Officer



EH&S Global Manager