

HEALTH, SAFETY AND ENVIRONMENT POLICY

The RENCO HSE Policy outlines the reference principles for safeguarding the health and safety of RENCO workers and interested parties, the environment and the integrity of its assets. In order to guarantee the achievement of this purpose and aiming to an Incident Injury Free (IIF) culture, RENCO has developed an integrated health, safety, environment and quality management system in compliance with ISO 45001, ISO 14001 and ISO 9001.

In the execution of its business activities, RENCO is committed to promote the following:

- the safeguard of the safety, health and welfare for its employees and for anyone working under the control of RENCO;
- the protection of the environment, local communities, owned assets and clients' property;
- the continuous improvement of the processes and services of its activities and operations;
- the "ZERO ACCIDENTS" goal in work locations.

For this reason, RENCO is committed to:

- 1) share HSE expectations and objectives, obligations and responsibilities to all his personnel and to all organizations under its control;
- 2) act in full compliance with national regulations and regulations in force in the countries in which it operates, in the field of health, safety and environment, applying them to each of its business processes;
- 3) ensure a safe working environment for all personnel involved, which takes into consideration the safeguard of health and safety and the environmental protection;
- 4) identify the hazards and assess the risks associated with the activities to be carried out and take all the necessary measures to eliminate them, where technically possible, or reduce them to an acceptable level;
- 5) promoting the participation of workers and their representatives in the definition of the corporate strategies and choices related to the protection of health, safety and the environment;
- 6) provide equipment suitable for the activities to be carried out, also ensuring adequate control and maintenance;
- 7) develop, maintain and spread the skills of employees, through information, education and training with respect to HSE concerns;
- 8) carry out investigations of the accidents and near misses, analyzing their causes and providing appropriate corrective measures, in order to prevent their repetition;
- 9) extend the requirements and objectives of its management system to the activities performed on its behalf by suppliers and subcontractors,
- 10) promote and spread the HSE culture, encouraging and rewarding safe behavior and sanctioning negligence in matters of Health, Safety and the Environment.

The highest authority, relating to health, safety and environment matters, rests with RENCO's CEO, who promotes the necessary implementations on the basis of legal requirements and RENCO's objectives. This is achieved through close partnerships with Customers, by the monitoring of performances and by the internal audit to verify the effectiveness of the stated Health, Safety and Environment Plans. The Management promotes technical methods to perform the works correctly, putting in place action plans and trainings relevant to health, safety and environment matters.

RENCO's Top Management, during the Management Review, verifies the performances and analyse the targets to be met in order to ensures the continuous improvement of the Health, Safety & Environmental Performance.

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Giovanni Rubini
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CHIEF EXECUTIVE OFFICER
Giovanni Rubini