July 2025

HEALTH AND SAFETY POLICY OF THE SULO GROUP

The Health and Safety of all those involved in the Sulo Group Value Chain is an absolute priority.

As such, we are convinced that

- On a daily basis, all Sulo Group stakeholders, employees, suppliers, subcontractors, visitors, neighbors, customers and users of our products, solutions and services have the right to a safe working environment and safe conditions of use.
- All incidents that may impact the health, safety and well-being of all our stakeholders and the protection of our assets can be avoided.
- To guarantee the continuity of our operations and services, all risks must be step by step identified, analyzed and addressed by our managers with the active involvement of our employees.
- Each Sulo Group manager must integrate the Health, Safety and well-being of all stakeholders on a daily basis for all activities and tasks under his or her responsibility.
- Each Sulo Group employee can and must apply the principle of “Stop Think Act” at all times during their professional activities.

To achieve these objectives, we are committed to:

- Identify and comply with all legal requirements and standards applicable to all products, solutions and services developed and implemented within each of the Sulo Group entities.
- Implement all organizational, technical and human resources to systematically assess the risks associated with our activities of designing, developing, manufacturing and marketing of products, solutions and services.
- Implement robust and effective preventive measures to minimize or eliminate all risks, with priority given to the most significant ones.
- Train and raise awareness among our employees of good Health and Safety practices and standards.
- Promote a culture with transparent communication on Health and Safety where each individual is responsible for their own safety and that of others on a daily basis. Line managers are the first stakeholders of this culture.
- Continuously monitor and improve our processes in cooperation with all people involved, through close presence of line managers in the field, positive feedbacks and audits.

Each member of the Global Executive Committee of the Sulo Group is personally committed to ensuring that each entity deploys an action plan with specific objectives and targets and communicates the progress of the process to all stakeholders within its scope.

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