

HEALTH AND SAFETY, MAJOR ACCIDENT PREVENTION, ENVIRONMENT AND ENERGY POLICY

Ahlstrom-munksjö Italia S.p.A, a company with two production mills located in Mathi Canavese (TO) and one mill in Sassoferrato (AN), place the safety and health of its employees, the public, the people involved in its activities and the protection of the environment, including the rational use of energy resources, at the top of its priorities. Coherently with this vision, the Company's Management has drawn up this Safety, Environment, Energy and Major Accident Prevention Policy, which is the official statement of its desire to seek continuous improvement in safety and environmental management and to ensure that any potential risk to humans and the environment is reduced to minimum levels, including through the continuous improvement of its energy performance, using all available and economically sustainable technical resources.

Considering the benefits from an efficient safety and environment/energy system management, is defined and adopted the following objectives:

- Continuous checking and protection of technical, managerial and human factors that influence health and safety and also the environment and energy matters.
- Availability of technical, instrumental and managerial resources for the prevention of accident/ injury, pollution prevention, for the reduction of risks and possible consequences and for the improvement of energy performance.
- Constant awareness, training and involvement of employees, suppliers, consultants and staff that working together for the Organization to implement efficacious strategies for the health and safety and the environment protection, including energy sources.
- Risk reduction working process improvement, through the development of work and emergency procedures, and by prevention, defense and intervention tools, able to provide safe and healthy working conditions and to minimize the risk of accidents, injuries and occupational diseases or to reduce their impact on people and the environment.
- Consolidation of the communication and collaboration processes between the Safety Management System concerning "Seveso" regulation (SGS Lower Plant), Occupational Health and Safety Management System (SGSL) and the Environment/Energy and Quality Management System, in order to make more efficient and effective the Organization's Management by integrating the needs of different sectors.
- Increase each employee's awareness to be part of the safety system, though the participation and sharing of BBS's program (Behavior Based Safety).

Pursuing of the stated objectives is monitored and verified by specific internal performance indicators, including:

- Evaluation of accidents (no. accidents/year; frequency index; severity index) and statistical analysis.
- Evaluation of First Aid, Non-Injury Incident Reports (INI) or hazardous condition relating health, safety and environment.
- Assessment of environmental performance (e.g. water discharges, emission, waste, noise, consumption of natural resources, raw materials and energy).
- Number of internal and external audits (also for SGS of Mathi Lower Plant).
- Hours dedicated for specific trainings of the employees and fire fighting team members (also for the SGS Lower Plant).
- Monitoring of safety behavior in the BBS process (through quality BBS checklists, monthly meetings and simply and shared objectives).

The Organization also undertakes to:

- Satisfy all compliance obligations of legal and other health, safety, environmental and energy requirements;
- Promulge this Policy to all company levels, to the public and all interested parties, and to verify periodically its implementation;
- Make available the technical and economics means and human resources for continuous improvement;
- Recommending to its Supervisors a targeted and constant commitment to compliance with this Policy and the pursuit of its objectives;
- Consult and involve all employees and their representatives on the aspect that may affect health and safety;
- Studying and assessing in advance any environmental/energetic impacts due to new raw materials, processes or products;
- Support the design and the purchase of efficient energetic products and services to improve their energy performance;
- Establish targets for the continuous improvement of environmental and energy performance, reviewing them upon the results obtained to ensure the pollution prevention and the reduction of environmental impacts;
- Apply and respect health and safety requirements based on ILO Declaration and Fundamental Principles and Rights at work (1998) as required by FSC and PEFC standards.

SAFETY AND MAJOR ACCIDENT PREVENTION POLICY OF THE MATHI LOWER PLANT

The Lower Plant in Mathi Canavese is under regulations for the prevention of major accident risks (Legislative Decree 105/2015 and amended) due to the presence of hazardous substances.

This section of the Policy declare the fundamental principles of prevention of major accident risks and the health and safety continuous improvement for the Lower Plant.

In relation to regulation of prevention of major accident risk for the health, safety and environmental general objectives declared above, the declination is ensure through the following SGS practices:

- Historical analysis and risk analysis;
- Evaluation of accident, near misses and outliers of the Lower Plant (operational experience analysis);
- Periodic review of work and management performance by internal inspection audits and meeting with the company function involved in health and safety and environmental protection;
- Maintenance control and management;
- Active communication and evaluation of suggestions and requests from all company levels;
- Continuous training and education of staff;
- Plan and strategy elaboration for the improvement, issuing procedures and instructions for the safe working activities management;
- Evaluation of emergency interventions;

- Preventive analysis of changes;
- Updating on scientific and technological developments.

The Manager establishes and disseminates a SGS Improvement Program and monitors the performance of the System through the evaluation of specific indicators.

All the SGS indicators are reported in the Policy Document, in the Improvement Program and in the Review. The main indicators used to evaluate the performance of the SGS, in addition to the other referred to in the general section, are the following:

- Accidents, near misses and outliers (accidents/year, near misses/year, outliers/year);
- Number of unscheduled stops of saturators/hours on work;
- Number of system non conformities found during audits;
- Percentage of repetitive outliers (compared to the previous year);
- Number of failures of critical components;
- Degree of compliance with the scheduled maintenance;
- Training hours and percentage of personnel participations;
- Compliance with the internal audit plan;
- Degree of compliance with the improvement program.

The SGS Policy Document is field at the Mathi Lower Plant, diffused to all personnel and periodically reviewed by Management.

Mathi, 05/07/2022

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