

HEALTH AND SAFETY POLICY STATEMENT

The safety and well-being of associates are fundamental values for Nordival Srl; in particular, the staff is continuously raised awareness and trained to improve performance and knowledge, working in a safe and collaborative environment.

Nordival Management recognizes the importance of every associate's contribution to the safe improvement, promoting active listening and continuous cooperation.

Nordival Management is committed to ensuring compliance with all mandatory regulations and standards governing workplace safety within the organization.

Furthermore, Nordival Management personally oversees the proper functioning of the entire **Safety System** and, in collaboration with the **Health and Safety Manager**, extends this oversight to all processes related to safety.

In particular, Nordival defines the following principles to be adopted within the company:

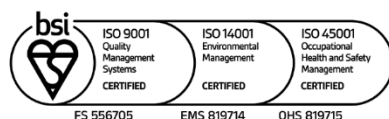
Commitment to Prevention, Hazard Elimination, and Risk Reduction	• Nordival's responsible management of its activities in full protection of workers' health and safety, in compliance with ISO 45001:2023 standards. • Planning of necessary investments for the proper functioning of facilities, machines, equipment, and all other infrastructures in general. • Providing associates with infrastructures suitable for the activities they perform and all necessary protective devices, both individual and collective, also considering ergonomic needs. • The design and implementation of any modifications, with special attention to safety aspects. • Assignment of health and safety responsibilities, ensuring that they are understood, monitored, and respected.
Commitment to Continuous Improvement	▪ Systematic assessment of safety at Nordival through the implementation of a monitoring system, which will trigger appropriate actions for continuous improvement. ▪ Analysis of non-conformities in the OH&S management system and implementation of corrective actions necessary to eliminate or at least reduce risks. ▪ Promoting the continuous improvement of health and safety conditions at the company site, ensuring full compliance with laws and regulations as a preliminary measure.
Consultation and Participation of Workers and Third Parties	▪ Information, training, and raising awareness among all associates regarding the Safety Management System and its application within Nordival. ▪ Promoting, at all levels, a widespread sense of proactivity, maintaining an adequate level of safety to foster a sharing process that improves the awareness of each individual's role. ▪ Communication with customers, suppliers, public authorities, and the community in order to enhance safety within Nordival.

Communication of the Health and Safety Policy	▪ Dissemination and communication of the Health and Safety at Work (H&S) Policy to the associates and interested parties. ▪ Periodic evaluation of the Policy and its review, when necessary, to ensure its relevance and suitability for the intended objectives
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The management of Nordival Srl is convinced that this integrated approach not only helps create a safer working environment but also promotes a corporate culture based on responsibility and active participation of the Associates.

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Nordival Srl
Cristiana Bosetti
Managing Director



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