

Safety Policy

■ Group policy

Safety is one of our core business functions. Alha is committed to developing, establishing, maintaining and continuously improving strategies and processes, with a "just culture", to ensure that all operations are carried out within the framework of a balanced distribution of organizational resources, in order to achieve the highest levels of safety and to comply with national and international regulations in the provision of its services.

All levels of our management and all employees are responsible for achieving these levels of safety.

Our commitment is to:

- support safety management through the use of appropriate resources, ensuring that this produces a culture within the organization that encourages the adoption of Safe Practices, and encourages the reporting of anomalies (reporting system), as well as ensuring that Safety is actively managed with the same focus on results as adopted in the organization's other management systems;
- to ensure that safety management is a primary responsibility of all managers and employees;
- to clearly define, for all staff, managers and employees, their responsibilities and involvement in managing and achieving the organization's Safety performance;
- to establish and implement hazard identification and risk management processes, including a computerized hazard and anomaly reporting system available to employees, with the aim of eliminating or reducing to the lowest possible level the risks arising from the activities performed;
- to ensure that no punitive or sanctioning action is taken against employees who report Safety issues, unless such a report indicates that an illegal act, gross negligence, or willful or deliberate failure to comply with regulations or procedures has been committed;
- to comply with relevant national and international standards and pursue Best Practices wherever possible;
- to ensure that sufficient human resources with appropriate knowledge and training are employed to implement security strategies and procedures;
- to ensure that all personnel units have Safety training appropriate to their role, are knowledgeable about Safety, and are only assigned tasks consistent with their skills/knowledge;
- to define and measure Safety performance levels through appropriate and realistic Safety Indicators and define related targets;
- to promote the continuous improvement of Safety performance through a continuous process of monitoring the same, the achievement of Safety objectives, and a continuous improvement of the same;
- to verify that the systems and services provided by external parties conducting operations at our company are conducted in accordance with locally, nationally and internationally established safety criteria.

■ Objectives

The main objective of the Company in the field of Safety is the guarantee of adequate prevention and protection from risk for all workers. A proper worker safety management system is able to prevent harmful events.

Objectives of equal importance, related to the main objective, are

- the reduction of costs arising from accidents, injuries and work-related diseases through the minimization of risks to which employees and, in general, all persons who may be exposed to the company (customers, suppliers, etc.);
- the reduction of costs arising from loss of production, damage to machinery, facilities, training of replacement personnel, increased insurance premium, overtime for recovery of production hours, legal expenses, etc.
- the reduction of induced costs such as damage to the company's image, delays or poor quality of supplies, demoralization of staff, legal problems, etc.;
- increasing the overall efficiency of the company and the quality of the services offered;
- the improvement of the level of health and safety at work;
- the improvement of the internal and external image of the organization;
- the reduction of penalties by inspection bodies;
- the possibility of accessing facilities, contributions and public funding.

Date: 17/06/2019

The General Management