

Safety Policy

Health, safety and respect for the working environment are essential assets for the company and for the workers for the development of the production activities. In the perspective of continuous improvement and evolution, ALHA is going to make new and important progress. The organisation is committed to defining strategies aimed at the continuous improvement of the environmental and safety system. In particular, the need has been felt to implement a Safety Management System, adapting it to its organisational and production specificities.

With the use of this management tool, the aim is to:

- promote company growth, without losing sight of workers' health and safety, environmental protection and the conscious use of natural resources;
- reduce residual risks to the health and safety of personnel by developing and implementing appropriate training programmes, adopting work instructions and procedures for handling emergency situations, which may cause danger to humans and/or negative environmental impact
- disseminate the culture of safety within the company through the involvement of all employees;
- researching and, where possible, adopting the best available technology and techniques to constantly improve health and safety conditions at work
- improve the efficiency and effectiveness of company processes, enhancing its position on the market.

The achievement of these objectives is implemented through compliance with the mandatory and voluntary regulatory requirements to which the company has subscribed.

This policy will be the constant reference, in the context of periodic reviews, to assess the results achieved and to identify new ones, in line with the company's approach aimed at continuous improvement.

ALHA promotes the dissemination of the Policy to its staff, suppliers and customers. This Policy is disseminated to all those who work for and on behalf of the Company: in addition to being published on the Company's website so that it is available to interested parties (public, customers, suppliers, etc.), it is distributed through the use of the safety management website (Company safety portal). Individual managers shall endeavour to implement and disseminate this Policy.

ALHA is committed to develop, establish, maintain and continuously improve strategies and processes, with a "just culture", to ensure that all operations are carried out within the framework of a balanced allocation of organisational 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.

The company's commitment is to:

- Support safety management through the use of appropriate resources, ensuring that this produces a culture within the organisation that stimulates 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 in the organisation's other management systems;
- Ensure that safety management is a primary responsibility of all managers and employees;
- Clearly defining, for all staff, managers and employees, their responsibilities and involvement in the management and achievement of the organisation's Safety performance;
- Establish and implement hazard identification and risk assessment and management processes, including a computerised hazard and anomaly reporting system available to employees, with the aim of eliminating or reducing to the lowest possible level the risks arising from their activities;
- Ensure that no punitive or sanctioning measures are taken against employees who report Safety issues, unless such a report indicates that an illegal act, gross negligence, or a deliberate or intentional failure to comply with regulations or procedures has been committed;
- Comply with relevant national and international standards and pursue Best Practices wherever possible;
- Ensure that sufficient human resources with appropriate knowledge and training are deployed to put security strategies and procedures into practice;
- Ensure that all staff units have Safety training appropriate to their role, that they are competent in the field and that they are only assigned tasks in accordance with their skills/knowledge;
- Define and measure safety performance levels through appropriate and realistic safety indicators and define targets.
- Promote the continuous improvement of safety performance through a continuous process of monitoring safety performance, achievement of safety objectives, and continuous improvement;
- Verify that the systems and services provided by external parties carrying out operations at our company are conducted in compliance with the Safety criteria established at local, national and international level.

Top Management relies on the utmost commitment of all personnel in the pursuit of corporate objectives and in the application of the provisions of the Manual and related documents.

Data: 13/09/2021

The General Management