OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENTAL POLICY

Annex 4.2 to the Integrated Quality, Environment, Occupational Health and Safety, and Accreditation Manual			
Edition	**Date**	**Prepared by**	**Approved by**
3.1	09/11/2026	Environmental Management System Manager	President & CEO

MERLO GROUP

The Merlo Group recognises that safeguarding people's health and safety and protecting the environment are **core values and essential foundations for sustainable, long-term growth**, and embeds them in its strategies and decision-making processes.

Top Management ensures that these principles are embedded in business strategy, product design and development, manufacturing and organisational processes, investment decisions, procurement and change management, as well as in relationships with workers, suppliers, contractors, customers, authorities and local communities.

The Integrated Management System provides the framework for managing occupational health and safety and environmental matters, consistent with the organisation's context, stakeholder needs and the principles of ISO 45001 and ISO 14001.

Shared Commitments

- meet all applicable compliance obligations, including legal requirements and other commitments to which the organisation subscribes
- set measurable objectives aligned with this Policy, monitor progress and periodically review the effectiveness of the Management System
- drive continual improvement in occupational health and safety performance and environmental performance
- embed prevention and sustainability criteria in product and process design, purchasing, organisational changes and outsourced activities
- provide information and training and raise awareness among workers and other personnel, fostering responsible behaviour and a shared culture of prevention and environmental protection

Occupational Health and Safety

- provide safe and healthy working conditions appropriate to the nature of the activities, to prevent injuries, occupational accidents and work-related ill health
- eliminate hazards and reduce risks to workers, external contractors, visitors, third parties and communities by implementing technical, organisational and procedural measures in order of priority
- consult workers and their representatives, including the Workers' Health and Safety Representative (RLS), and promote their participation in processes affecting health and safety
- investigate incidents, injuries, near misses and nonconformities, identify their causes and implement effective corrective actions
- ensure emergency preparedness and response, and periodically assess the adequacy of the measures in place

Environmental Protection

- protect the environment and prevent air, water and soil pollution by limiting emissions, discharges, waste and other significant environmental impacts
- use energy, water, raw materials and other natural resources efficiently, promoting reduced consumption, recovery, reuse and circular economy principles
- progressively reduce greenhouse gas emissions and reliance on non-renewable resources by promoting energy efficiency and the use of renewable energy
- apply a life cycle perspective to the design and development of products, processes and services, taking into account environmental impacts that the Group can control or influence
- safeguard biodiversity and ecosystems in the areas where the Group operates by preventing and reducing the adverse impacts of its activities

Implementation and Communication

This Policy provides the framework for setting improvement objectives.

It is communicated in a clear and accessible manner to everyone working for or on behalf of the Group, maintained as documented information and made available to stakeholders and the public.

Top Management periodically reviews the suitability of this Policy and ensures that it is updated to reflect changes in the organisation's context, risks and opportunities, environmental aspects and compliance obligations.

Paolo Merlo
President & CEO