

## QUALITY, OCCUPATIONAL HEALTH AND SAFETY AND ENVIRONMENT POLICY

This Policy establishes the Quality, Health and Safety at Work and Environment Policy that OF intends to implement and maintain, mainly pursuing the following objectives:

- Promote the application of the Quality, Health and Safety and Environmental Management System in line with international standards;
- Guarantee compliance with compliance obligations, including external mandatory regulations or those voluntarily signed, any requirements of interested parties, internal mandatory regulations, regulations and internal procedures of the Company, periodically verified, updated and adequate;
- Pursuing constant improvement by defining clear and measurable objectives and targets, verifying progress and the achievement of results over time and identifying improvement actions, promoting the monitoring and improvement of the degree of customer satisfaction, worker well-being and respect for the environment;
- Investigate and prevent the occurrence of non-conformities (process and/or system) and complaints, with a view to continuous improvement of company performance, customer satisfaction, prevention and mitigation of health and safety risks and environmental protection;
- Building a relationship with customers, including end users, of mutual trust, offering high value-added services and ensuring the reliability of its network;
- Provide safe and healthy working conditions in order to prevent and minimize the causes of possible injuries, accidents and occupational diseases;
- Implement all the actions useful for identifying the hazards, assessing the related risks and adopting all the necessary initiatives to eliminate them and, where this is not possible, reduce them, setting objectives and defining plans and programs for continuous improvement, periodically verifying the results achieved and providing, where necessary, for the appropriate adjustments;
- To guarantee the maximum safety of its workers, of any other person present in the workplaces of OF or on which the activities of OF may have an influence and within the

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entire production cycle of the Company, giving priority to collective protection measures over individual protection measures;

- Monitor any episodes of injury, near misses and environmental damage that occur during the work activities of the Company's employees and contractors, implementing all the actions necessary to mitigate them and ensuring their reporting to the company management;
- Adopt a rationally distributed responsibility model, equipping Open Fiber management with the tools for timely and efficient intervention in the QHSE area;
- Guarantee the monitoring, reporting to the company management and ensuring all the actions necessary for the control of the main quality, health and safety and environmental indicators defined internally;
- Carry out periodic checks on the activities and processes put in place by the Company to verify the adequacy of the QHSE Management System implemented and compliance with the regulations, procedures and contractual standards signed by the contractors;
- Promote a serene, respectful, inclusive and open to diversity work environment, which takes into account the psycho-physical well-being and well-being of all people regardless of their characteristics, opinions and personal and social conditions;
- Promote and develop sustainability initiatives and projects in the HSE field, aimed at inside and outside the Company;
- Consider the environment in the performance of business activities, preventing pollution, supporting the conservation of natural resources and identifying actions aimed at making their use more efficient and reducing their consumption, in order to prevent and/or mitigate negative environmental impacts;
- Consider the effects of climate change and related risks and opportunities in the context of the control of business activities and processes;
- Ensure that all recipients, within the scope of their competences and roles, are informed and trained to operate with full awareness of the potential risks associated with work activities, both in ordinary and emergency conditions, ensuring their control, through appropriate plans and in coordination with the competent authorities;

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- Disseminate and consolidate the culture of quality, health and safety at work and the environment by promoting the involvement, participation and consultation of workers also through their representatives, as well as other interested parties, when appropriate;
- Define and control, through specific evaluation criteria, the performance of suppliers of products and services, involving them in the achievement of the objectives that the Company has set itself;
- To ensure collaboration and transparency with the Authorities, Institutions, Associations in order to ensure the maximum contribution in terms of commitment and responsibility.

Therefore, everyone, within the scope of their respective responsibilities and competences, must consider customer satisfaction, the protection of Health and Safety at Work and the Environment as objectives of primary importance and as integral and inseparable parts of their work activity.

Additionally, OF:

- It directs its efforts to make investments, providing the necessary resources (human, instrumental and economic), implementing the appropriate actions aimed at ensuring the achievement of its improvement objectives;
- Pursues continuous improvement with reference to the particularity of the work, experience, technique and in relation to the evolution of the socio-economic context in which it operates, in line with the universally recognized principles of sustainability;
- It implements all the actions necessary to maintain and improve the market share achieved, through the maintenance of the certifications obtained and the execution of services that guarantee compliance with the needs and expectations of its customers.

To ensure the continuous improvement of its performance, the Company undertakes to ensure the effectiveness and efficiency of management, guaranteeing the appropriate risk assessment and planning activities, the definition of internal rules/procedures, measurement, analysis and monitoring, surveillance and control, and then the review and definition of the interventions necessary to achieve the expected results and to define new goals. To support the

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implementation of the above-mentioned commitments, the Company is inspired by the principles of the Quality, Health and Safety at Work and Environment Management Systems, with particular reference to the relevant international ISO standards, applying them to all levels of the organization and to all offices, structures and personnel under it. OF undertakes to ensure knowledge, understanding, dissemination and sharing of this Policy at all levels of the company organization, also promoting knowledge and sharing of the values contained therein among all suppliers and those who work for OF, in the belief that this constitutes a factor in the growth of the corporate culture and a competitive advantage for the satisfaction of all interested parties.

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