

POLICY FOR QUALITY, OCCUPATIONAL HEALTH AND SAFETY AT WORK AND THE ENVIRONMENT

This Policy establishes the Quality, Occupational Health and Safety (including Road Safety) and Environmental Policy that OF intends to implement and maintain, primarily pursuing the following objectives:

- Promote the application of the Quality, Occupational Health and Safety (including Road Safety) and Environmental Management System in line with international standards;
- Ensure compliance with applicable obligations, including mandatory external regulations or those voluntarily subscribed to, any requirements of interested parties, internal mandatory regulations, and the Company's internal rules and procedures, which are periodically verified, updated and adapted;
- Pursue continuous improvement by defining clear and measurable objectives and targets, monitoring progress and achievement of results over time, identifying improvement actions, and promoting the monitoring and improvement of customer satisfaction, employee well-being, road safety, and environmental protection;
- Investigate and prevent the occurrence of non-conformities (process and/or system-related) and complaints, with a view to continuous improvement of company performance, customer satisfaction, prevention and mitigation of occupational and road safety risks, and environmental protection;
- Build a relationship of mutual trust with customers, including end users, by 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 accidents, incidents, and occupational diseases;
- Manage the company fleet with dedicated personnel, adequate procedures, and appropriate on-board equipment for safety and first aid;
- Acquire, use, and dispose of vehicles with a focus on road safety;
- Implement all actions necessary to identify hazards, assess associated risks, and adopt all initiatives required to eliminate them or, where this is not possible, reduce them, setting objectives and defining continuous improvement plans and programs, periodically verifying results and making any necessary adjustments;
- Ensure maximum safety, including road safety, for its employees, for any other persons present at OF workplaces or affected by OF activities, throughout the entire production cycle of the Company, giving priority to collective protection measures over individual protective measures;

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- Monitor any incidents of injury, near misses, road accidents, and environmental damage occurring during the work activities of Company employees and contractors, implementing all actions necessary to mitigate them and ensuring reporting to company management;
- Adopt a rationally distributed responsibility model, equipping Open Fiber management with the tools for timely and efficient intervention in the QHSE and RTS areas;
- Ensure monitoring and reporting to company management and implement all necessary actions to control the main internally defined quality, occupational health and safety (including road safety), and environmental indicators;
- Carry out periodic audits of company activities and processes to verify the adequacy of the implemented QHSE and RTS Management System and compliance with regulations, procedures, and contractual standards agreed with contractors;
- Promote a serene, respectful, inclusive, and diversity-open working environment that takes into account the psycho-physical well-being and overall well-being of all people, regardless of their characteristics, opinions, and personal or social conditions;
- Promote and develop sustainability initiatives and projects in the HSE and RTS fields, both internally and externally to the Company;
- Take environmental aspects into account in the conduct of company activities, preventing pollution, supporting the conservation of natural resources, and identifying actions aimed at improving efficiency of use and reducing consumption, in order to prevent and/or mitigate negative environmental impacts;
- Consider the effects of climate change and related risks and opportunities in the control of company activities and processes;
- Ensure that all recipients, within their respective roles and responsibilities, are informed and trained to operate with full awareness of potential risks associated with work activities and road traffic, both under ordinary and emergency conditions, ensuring control through appropriate plans and in coordination with the competent authorities;
- Disseminate and consolidate a culture of quality, occupational health and safety (including road safety), and environmental protection by promoting the involvement, participation, and consultation of workers, also through their representatives, as well as other interested parties, where appropriate;
- Define and monitor, through specific evaluation criteria, the performance of suppliers of products and services, involving them in the achievement of the Company's objectives;

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- Ensure cooperation and transparency with Authorities, Institutions, and Associations in order to provide the maximum contribution in terms of commitment and responsibility.

Therefore, everyone, within the scope of their respective responsibilities and competencies, must consider customer satisfaction, the protection of Occupational Health and Safety at Work (including road safety), and Environmental protection as objectives of primary importance and as integral and inseparable parts of their work activities.

Furthermore, OF:

- Directs its efforts to make investments by allocating the necessary resources (human, instrumental, and financial), implementing appropriate actions to ensure the achievement of its improvement objectives;
- Pursues continuous improvement in relation to the specific nature of the work, experience, technology, and the evolution of the socio-economic context in which it operates, in line with universally recognized sustainability principles;
- Implements all actions necessary to maintain and improve its market share through the maintenance of obtained certifications and the provision of services that ensure compliance with customer needs and expectations.

To ensure continuous improvement of its performance, the Company is committed to ensuring the effectiveness and efficiency of management by guaranteeing appropriate activities of risk assessment and planning, definition of internal rules/procedures, measurement, analysis and monitoring, supervision and control, followed by review and definition of the interventions necessary to achieve expected outcomes and to define new targets.

To support the implementation of the above commitments, the Company is inspired by the principles of Quality, Occupational Health and Safety, Road Traffic Safety, and Environmental Management Systems, with particular reference to the relevant international ISO standards, applying them at all levels of the organization and at all sites, facilities, and personnel belonging to it.

OF undertakes to ensure knowledge, understanding, dissemination, and sharing of this Policy at all levels of the corporate organization, also promoting awareness and sharing of the values contained herein among all suppliers and those who operate for OF, in the belief that this represents a factor for the growth of corporate culture and a competitive advantage for the satisfaction of all interested parties.

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