

SAFETY POLICY

The GVS senior management believes that the protection of the mental and physical health and safety of its co-workers is an essential value and the way to develop all its activities to ensure the organisation's competitiveness and innovation towards customers, suppliers and stakeholders in the short, medium and long term.

Occupational health and safety are core values for our company and an integral part of all our activities.

We believe that occupational injuries and illnesses are always avoidable, and continually strive to minimise the risks to our employees, contractors and third parties, pursuing the goal of 'zero injuries'.

The GVS senior management is therefore committed to ensuring the implementation, adoption and maintenance of a health and safety management system aimed at:

- Complying not only with the applicable legal requirements and ISO 45001, but also with all those requirements set and defined within GVS, as well as codes of conduct and agreements, already signed or in the process of being signed, which may have an influence on health and safety aspects;
- Continuous improvement of the performance of the company's health and safety system;
- Providing ongoing training to operators on health and safety risks so that they understand the implications of their role and behaviour at work;
- Involving and consulting workers and their representatives in the development and maintenance of the health and safety management system;
- Inspecting and monitoring work areas and behaviour on a regular basis to ensure compliance with internal and regulatory requirements.

With a view to pursuing the above, senior management has defined a number of objectives:

- Reducing or eliminating work-related injuries and illnesses;
- Informing and training its staff in order to qualify them, involving them adequately to make them aware of the implementation of the system and, in the pursuit of the health and safety objectives set, guaranteeing workers that any and all reports of accidents, hazards, risks/opportunities will not incur repercussions on individuals;
- Introducing and maintaining all necessary measures to ensure that its activities meet legal requirements;
- Improving working conditions with regard to health and safety aspects and the prevention of accident and emergency situations that may adversely affect occupational health, safety and hygiene conditions;
- Adopting the most advanced technologies from the point of view of health and safety in the workplace by providing adequate financial and human resources;
- Involving suppliers of goods and services in the common goal of improving the health and safety of operators.

Specific targets will be defined annually by the management team and disseminated to the heads of department.

This policy will be disseminated to interested parties.

Zola Predosa, 20/10/2021
The Management