

HEALTH, SAFETY AND ENVIRONMENT



Summary of rules, codes of
conducts and guidelines
adopted by Interpump Group
S.p.A. concerning Health,
Safety and Environment

1. Objectives

Interpump Group considers the protection and promotion of occupational health and safety and the environment to be essential, for the benefit of the community and future generations. Interpump Group strives to disseminate a culture of safety and respect for the environment, promoting responsible behaviour and risk awareness, while also making available the organizational and economic resources needed not only to prevent accidents and professional diseases, but also to improve occupational health and safety conditions and safeguard the surrounding environment.

This document provides an overview of the rules and measures adopted by Interpump Group concerning occupational health and safety and the protection of the environment.

Interpump Group S.p.A. has chosen to organize, publish and promote this document of summary to provide a unique overview with respect to the mentioned matters in order to point out the procedures put in place by the Group to remove hazards and prevent the risk of work-related accidents, injuries, professional diseases and to minimize the environmental impact produced by the activities of the Group in accordance with the regulations of Countries in which it operates.

2. Scope of applications

The Board of Directors of Interpump Group S.p.A. approved the Guidelines concerning Occupational Health and Safety and the Environment (the "Guidelines") in February 2020, **which adoption and implementation are mandatory for all Group companies** and, accordingly, it is binding for the behaviours of all employees, and, to the extent applicable, for those belonging to external firms who, for whatsoever reason and regardless of the type of contractual relationship, operate in the workplace or carry out their activities under the supervision of a Group company ("External Workers").

Each Interpump Group company has the duty to draw these Guidelines to the attention of the External Workers, even if the relationship is limited to occasional or temporary work, requiring them to comply with the principles and obligations embodied in these Guidelines when performing their work. Group companies must take internal action, including possible termination of the relationship, if the necessary commitment to comply with the relevant instructions contained in these Guidelines is not honoured, in whole or in part, or even refused.

Interpump Group has made public this document of summary to point out the great work and strong position taken in favour of the Occupational Health and Safety and the protection of the Environment, thereby providing an overview of the Guidelines, organized and applied as instrument of work by all internal or external actors of the Group on a day-to-day basis.

3. Group Code of Ethics

The Code of Ethics consists of a set of principles whose compliance is of fundamental importance for the proper functioning, operational reliability, and corporate image of Interpump Group.

The principles contained within the Code of Ethics (available in Italian and English language on the web-site at the address <https://www.interpumpgroup.it/codice-etico.aspx>) are disseminated and shared among all employees and business partners of Group companies. These principles inspire the operations, conducts and relationships, both internal and external, belonging to the mentioned companies. The Code of Ethics is effective in both Italy and abroad, although in consideration of cultural, social and economic diversities of the different Countries in which the Group operates.

4. Relevant areas and principles of conduct

Occupational Health and Safety

In the context of its own corporate activities and normal professional relationships, each Group company has identified the relevant areas and suitable controls to prevent risks that may impact the health and safety on workplaces. Below are the main relevant areas and controls put in place by the Company:

- Organization of occupational health and safety

The employees of Group companies must have a clear understanding of their roles, responsibilities and levels of authority with regard to occupational health and safety, in order to ensure their own safety and the safety of all workers.

The company must identify the persons with adequate delegated authority for occupational health and safety matters, who must define an organizational chart of duties, roles and responsibilities of each worker involved in the management of occupational health and safety.

The company must facilitate the consultation by posting the organization chart on the various noticeboards and/or by publishing it on the corporate intranet, so that it can be consulted by all workers. In particular, the company must keep updated the organizational chart whenever organizational changes occur on the management of occupational health and safety.

- Worker participation

Interpump Group promotes the exchange of information and dialog with workers at all levels, in order to gather the information needed to prevent hazards and workplace incidents. Accordingly, the company must ensure worker participation in the development, planning, implementation and assessment of actions to improve the occupational health and safety management system, and it is committed in this regard. Furthermore, workers and collaborators must be in a position to report hazards or potential hazards; therefore, it is expressly forbidden to threat or take disciplinary measures or reprisals in relation to employees or External Workers who report risks, concerns or infringements regarding occupational health and safety matters to the competent authorities.

- Risk assessment

The risk assessment process helps to understand and recognize promptly the hazards for workers present in workplaces and support the company in establishing the priorities for action to minimize the health and safety risks.

Interpump Group companies must establish one or more risk identification and assessment processes that, at least, take into consideration the hazards deriving from:

- activities and situations, both by routine and not, within the business processes;
- use of infrastructure, machines, equipment, materials and chemical substances;
- design, testing, production, assembly, construction, provision of services and maintenance activities;
- potential and unforeseen emergency situations;
- activities carried out by, or their own activities that might interfere with, those with access to business premises, such as contractors, visitors, maintenance workers and External Workers in general;
- activities carried out off-site, at customers, vendors or other Group companies locations;
- changes in the organization, operating activities or business processes.

The risk assessment must be updated or revised whenever organizational changes might have an impact on the occupational health and safety management system, or when new risks and hazards are identified.

- Training

Training on occupational health and safety matters enables workers to acquire the knowledge and abilities needed to identify hazards appropriately and deal with the risks associated with their duties and the place in which they work.

For this purpose, the Interpump Group is obligated to ensure that employees receive adequate instructions on how to perform their duties safely, avoiding situations that endanger their personal health and safety.

In particular, each Interpump Group company must comply with the regulations in force in the countries in which they operate regarding the mandatory provision of training on occupational health and safety matters and:

- must provide training to newly hired employees on the safe performance of their duties;
 - must provide specific periodic training courses covering the activities and duties of each category of worker (e.g. factory workers, clerical workers, persons on secondment, persons transferred).
 - arrange promptly for the training of employees if they have to use new plant, machinery or chemical substances, or there are substantial changes in operational production processes
 - evaluate the level of learning achieved with regard to the topics covered during the training courses, by giving questionnaires or assessment tests to the attendees in order to identify any training areas that need additional work.
- Minimum prevention measures

In the context of its business activities, each Group company must plan and implement prevention measures that eliminate the hazards for workers and reduce the health and safety risks to a reasonably acceptable level.

Accordingly, Group companies must adopt the minimum prevention measures including the preparation of procedures and instructions for specific operating activities, in order to ensure the safety of workers also through the availability of adequate personal protective equipment.

The company must carry out periodic inspections of workplaces, plants, machineries and equipment in order to check their safety levels and implement periodic maintenance programs for them, focusing particular attention on the conformity of the related safety devices with the applicable laws and manufacturers' instructions.

The company must also adopt a plan to manage potential emergencies which ensures the safety of all involved parties whether they are subjects in the adoption of emergency measures or passive subjects that must comply with the instructions and rules to manage the emergency.

- Management of contractors, visitors and External Workers present in company workplaces

The activities carried out at the workplaces of Interpump Group companies by External Workers belonging to firms (contractors) or third parties, such as the maintenance of plant and machinery, construction work, cleaning and security services, must be organized in such a way as to minimize the health and safety risks for those workers and for company personnel.

Accordingly, each Group company must:

- provide information to External Workers about the hazards in the place where they will work before the start of their activities, together with the prevention measures and procedures to be followed in case of emergency;
- control access to the work areas by external personnel;
- promote the coordination of plant activities with those contracted out, eliminating where possible the risk of interference with normal business activities.

- Transfer and secondment of workers

Group companies, given their size and continuous growth of the Group in itself, frequently ask their employees to carry out activities and duties away from their official place of work.

For this reason, the business functions of Group companies, responsible for the transferred or secondment of personnel, must conduct an *ad-hoc* activity with the aim to assess the risks that may occur to the subject and provide all equipment and an adequate insurance and health cover, necessary to conduct the work activity. Furthermore, the company must provide everything the worker needs to safely carry out not only the work activity but also the secondment in itself.

- Health and safety within the supply chain

Interpump Group promotes the adoption of the values and principles on health and safety matters contained in these Guidelines by all parties involved in the supply chain.

Accordingly, it is a requirement for parties ("Vendors") engaged in procurement relationships with and, in general, that supply goods and/or services to Interpump Group companies, to comply with the occupational health and safety regulations in force in the countries in which they operate.

Environment

Interpump Group has defined and identified relevant areas concerning the environmental and it has identified proper controls to prevent risks that may impact on the environmental safeguard. Below are the main risk areas and controls put in place by the Company:

- Atmospheric emissions

Atmospheric emissions of so-called greenhouse gases (e.g. CO₂, methane, nitric oxide NO_x, sulfur oxide SO_x, PM₁₀) are considered by the United Nation Framework Convention on Climate Change (UNFCCC) to be the principal cause of global warming. As part of normal production activities, Group companies make direct emissions generated directly by industrial processes, and Indirect emissions associated with such collateral activities as the consumption of electricity, heating and air conditioning.

It is expressly forbidden for Interpump Group companies to make atmospheric emissions without authorization from the local authorities in the country in which they operate.

It is under the responsibility of business functions, in charge to oversee environmental issues, to ensure the compliance to authorization requirements released by competent local Authorities for all types of atmospheric emissions.

- Water discharges, spillages and contamination of the environment

It is expressly forbidden for Interpump Group companies to discharge water into the soil, subsoil, underground waters or, in general, lakes, rivers or seas, without authorization from the local authorities in the country in which they operate.

Group companies must comply with the limits on water discharges established in the regulations in force in the country in which the company operates. For all types of water discharge, the business functions responsible for managing environmental matters will ensure compliance with the limits authorized by the competent local authorities.

Group companies must prevent the accidental spillage of such pollutants as oils and contaminated residues of processing into the soil, subsoil, underground waters or, in general, lakes, rivers or seas. Any accidental spillages must be reported promptly to the competent local authorities, informing the Group Compliance Function. Following such accidental spillages, the company must take appropriate action to restore the surrounding environment and prevent further occurrences in future.

Washing and cleaning activities are prohibited, unless the related discharges have been authorized in advance by the competent local authorities or they are treated in filtering and separation installations.

The volume of water discharges must be measured and monitored by taking samples in order to identify any concentrations of pollutants that exceed the limits established in local regulations. The business functions responsible for managing environmental matters will document and file the results of the measurements made and the samples taken.

- Waste

Group companies produce different types of waste in the context of their normal business activities, but especially during their production and assembly processes. Some of this waste is considered hazardous for health or the surrounding environment, in view of its physical, chemical or biological characteristics.

Accordingly, Interpump Group companies must classify the waste generated and only use qualified vendors to dispose of the waste produced, segregating, if necessary, hazardous wastes, in order to prevent any accidental contamination of the soil, the waters or the atmosphere.

Hazardous and non-hazardous waste must be moved within the plants managed by the company using suitable procedures and equipment that prevent possible losses or spillages.

The hand over and transportation of waste outside of the plants managed by the company must be entrusted to qualified vendors and it must be accompanied by the issue of a document that indicates, at least, the type of waste, volume, destination and disposal method.

- Respect for the environment within the supply chain

The Interpump Group promotes adoption of the values and principles on environmental protection matters contained in these Guidelines by all parties involved in the supply chain. Accordingly, it is a requirement for parties engaged in procurement relationships with and, in general, that supply goods and/or services to Interpump Group companies, to comply with the environmental regulations in force in the countries in which they operate.

5. Additional controls

Interpump Group S.p.A. provides that any whatsoever suspected or known violation of these Guidelines or of any laws in force in such context in the Countries in which Interpump Group operates must be reported immediately using the dedicated channels as defined in the Group Whistleblowing Procedure. If necessary, Interpump Group will adopt adequate disciplinary measures in relation to any employees or collaborators of the Group companies, in compliance with the applicable collective bargaining contracts and national regulations.

Eventually, in order to raise awareness and train employees and collaborators towards the Occupational Health and Safety and Environment protection, Interpump Group organizes and promotes periodic training courses for all employees and collaborators with reference to the content of these Guidelines.