

## Integrated Policy for Occupational Health & Safety and Environment

Cassa Depositi e Prestiti S.p.A. (hereafter "CDP") aims to develop its activities to meet needs and expectations of all its stakeholders (including shareholders, investors, institutions, associations, trade unions, suppliers, workers, customers and the community), making a thorough commitment to safeguarding health and safety in the workplace and protecting the environment, as part of its business and operational management processes.

To achieve this goal, it has chosen to adopt Management Systems at its offices compliant with UNI ISO 45001:2018 and UNI EN ISO 14001:2015 standards respectively.

CDP, having assessed its operating context and strategic guidelines, aware of the relevance of protecting health and safety of its workers and of respecting and safeguarding environment, with a view to continual improvement, aims to develop, document and maintain its Management Systems in a manner appropriate in relation to the context in which it operates and the expectations of its Stakeholders, applying the following principles:

- to ensure that its personnel are fully and consciously involved in the implementation of the Management Systems;
- to guarantee staff awareness and training, spreading the concept that responsibility for managing Occupational Health, Safety and Environment concerns the entire Company, at all levels, each according to its own duties and competencies;
- to commit to involve and consult workers, including through their Occupational Health and Safety Representatives, in the process of organizing, planning and controlling the Occupational Health and Safety Management System;
- to take appropriate measures to ensure strict and ongoing compliance with the applicable mandatory regulation on Occupational Health, Safety and Environment and any voluntary approved requirements;
- to take action to prevent and mitigate the effects of accidents at work, occupational illnesses and accidental events;
- to apply environmental, social and governance (ESG) criteria when evaluating initiatives<sup>1</sup>, using a methodological approach that considers the sustainability dimensions of projects and parties as well as the financial ones, identifying their expected impacts;
- to invest and finance initiatives that reduce CO<sub>2</sub> emissions and support the fight against climate change, by increasing the use of renewable energies and improving the efficiency of networks and infrastructures;

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<sup>1</sup> Still today, the model applies to projects involving Private and International development Cooperation partners

- to optimize waste management, aiming to prevent waste production, maximize recovery and minimize waste disposal in landfill;
- to take steps to prevent pollution and minimize environmental impacts, by promoting energy efficiency projects in our offices, raising awareness about the responsible consumption of natural resources and reserves, and supporting circularity projects for used materials;
- to prevent and mitigate impacts on water bodies, soil and subsoil in the event of environmental emergencies;
- to control and reduce polluting emissions in atmosphere;
- to adopt sustainable mobility plans for its staff;
- to make suppliers of goods and services aware of this Policy and to give preference to suppliers who can provide services that fit as closely as possible with CDP's sustainable procurement strategies;
- to commit to adopting the best available and economically sustainable technologies in all strategic and operational choices, striving for the elimination of hazards, the reduction of risks and the continuous improvement of its performance on Occupational Health, Safety and Environment;
- to regularly assess the effectiveness and adequacy of this Policy and the adopted Management Systems and, if necessary, identify and implement appropriate corrective actions;
- to set improvement objectives for Occupational Health, Safety and Environment, and related implementation plans, circulating them internally and monitoring the achievement of planned targets;
- to set up open and transparent communication systems with Stakeholders concerning the issues of Occupational Health, Safety and Environment.

CDP's Top Management undertakes to provide the necessary technical and organizational resources to ensure that the Occupational Health, Safety and Environment Policy elements are monitored and reviewed annually in the Management Review, to evaluate the achievements and to establish new objectives in line with the principle of continuous improvement.

Chief Innovation & Transformation Officer

Alberto Tavani

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