



HEALTH, SAFETY AND ENVIRONMENT POLICY

The Pirelli Group considers protecting occupational health and safety, the well-being of people, and safeguarding the environment and biodiversity to be core values in running and developing its business.

The Group's sustainable development strategies pursue continuous improvement in occupational health and safety and environmental aspects, in compliance with Pirelli's Values and Ethical Code and in accordance with the Sustainability Model envisaged by the United Nations Global Compact, the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work" and the "Rio Declaration on the Environment and Development", and with the intention of contributing to the United Nations' global goals for sustainable development.

Specifically, Pirelli:

- undertakes to govern its activities with regard to the protection of occupational health and safety and the environment, in full compliance with the applicable international, national and local regulations and all the voluntary commitments signed, as well as in line with the highest international management standards;
- pursues the goals of "zero accidents" and "no personal injury" in healthy and safe working environments, through continuous identification, assessment, prevention and protection from occupational health and safety risks, prompt removal of potential causes of accidents, implementation of personnel health monitoring plans in relation to specific tasks;
- supports the development of programmes to improve mental and physical well-being and work-life balance;
- promotes the consultation and participation of workers and their representatives on the subject of occupational health and safety;
- pursues environmental protection through the continuous identification, assessment, prevention and mitigation of environmental risks along the value chain;
- is committed to minimizing impact on biodiversity, ecosystems and the related ecosystem services of its business units, adopting the principle of "No net loss of biodiversity" through the "mitigation hierarchy" (i.e.: avoid, minimize, restore and compensate);
- is careful to minimize its operations in protected areas and/or sites which are relevant for biodiversity¹ and/or of special interest/value, and ensures that the choice of any new production sites is made with respect for protected areas, ensuring the preservation of biodiversity, ecosystem services and the prevention of deforestation;
- undertakes to develop products and production processes in compliance with the principles of the circular economy, translated into the "5R" approach (Re-think – Refuse – Reduce – Reuse – Recycle), in order to pursue climate change mitigation and progressive decarbonisation along the value chain, responsible use and the reduction of consumption of natural resources ("Resource Stewardship"), and minimize pollutant emissions;
- develops and implements emergency management programmes designed to prevent harm to people and the environment in the event of accidents;
- defines, monitors and communicates to its Stakeholders specific goals for the continuous improvement of occupational health and safety and environmental performance associated with its processes, products and services throughout their life cycle;

¹ Sites relevant for biodiversity – Sites which contain relevant biodiversity at global, regional or national level ("Critical Biodiversity"): areas/habitat/protected species; species classified as Critically Endangered, Endangered or Vulnerable on the IUCN Red List, endemic species; internationally recognized areas (World Heritage Sites, Ramsar Wetlands, UNESCO Man And Biosphere).



- empowers, trains and motivates its employees on how to work in a safe and environmentally-friendly manner, involving all levels of the organization in a continuous training and information programme designed to promote a culture of occupational health and safety and respect for the environment, as well as to ensure that the company's responsibilities and procedures in these areas are appropriately updated, communicated and understood;
- actively collaborates nationally and internationally with institutional, academic, non-governmental, industry bodies concerned with the regulation, study and sustainable management of the issues addressed in this Policy;
- requires its suppliers to implement a management model at their sites and along their supply chain with regard to occupational health and safety, care of the environment, protection of biodiversity and ecosystems, prevention of deforestation, conservation and responsible use of natural resources, in accordance with international standards and the laws and regulations of the countries where they operate.

In the aim of pursuing the values expressed in this Policy, Pirelli has implemented integrated, structured, dynamic management systems focused on continuous improvement, based on best practices and relevant recognised international standards.

Pirelli's top management, supported by the Health, Safety and Environment department as well as other departments variously involved (by way of non-limiting example R&D, Sustainability, Purchasing, Quality, Manufacturing, Enterprise Risk Management departments) has a strategic role in the full implementation of this Policy, ensuring the involvement of all personnel and of those who collaborate with Pirelli, so that the express behaviours coherent with the values contained herein.

Plans and results are reported in the Group Annual Report following approval by the Board of Directors.

Pirelli has made available to all its Stakeholders a channel (the "Whistleblowing Policy - Reporting Procedure," published on Pirelli's website) for reporting, even anonymously, any situations that, in violation of this Policy, constitute or may constitute a risk for the protection of the health, safety and welfare of people as well as for the protection of the environment.

Documents related to this policy:

- [Code of Ethics](#)
- [Global Human Rights Policy](#)
- [Product Stewardship Policy](#)
- [Sustainable Natural Rubber Policy](#)
- [Global Quality Policy](#)
- [Whistleblowing Policy – Reporting Procedure](#)

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EXECUTIVE VICE-CHAIRMAN & CEO

Marco Tronchetti Provera