



Environment, Health, Safety & Sustainability Policy

Vodafone Automotive pursues excellence in all its processes also promoting the culture of Sustainability and Social Responsibility.

At Vodafone Automotive we act considering human values with the aim of helping organizations and individuals to live, work and operate in constant respect for environment, health and safety. Therefore, our commitment is the compliance with all mandatory and voluntary obligations applicable to the organization (ISO 14001, ISO 45001), including Group Policies, the Vodafone "Absolute Rules", and the corporate code of conduct.

The guiding principles of the Company Policy are defined below and they are the foundation of the continuous improvement process.

- Spreading a culture within and outside the Company that aims at protecting the environment, safeguarding health and safety in the workplace and social responsibility.
- Define the context of the organization, internal and external, in order to identify needs and expectations of the stakeholders, as well as the risks and opportunities for the Company according to the perspective of the "risk based thinking".
- Promote the growth of the Company by orienting business processes towards sustainable solutions for the environment considering the entire life cycle of the product, reducing the consumption of energy, natural resources, controlling emissions into the atmosphere, monitoring water discharges and its consumption, limiting the production of waste and selecting raw materials that reduce the impact on the environment and the potential risk to health and safety.
- Develop products that comply with safety, environmental, sustainability and waste reduction requirements, while maintaining high quality and reliability, also favoring the use of non-hazardous and non-polluting chemicals.
- Develop and update risk assessment criteria for health and safety at work and for the environment, and procedures for managing emergency situations, which can cause danger to humans and / or negative environmental impacts in order to prevent environmental pollution and potential fires.
- Ensure safe and healthy working conditions in order to prevent work-related injuries and diseases, ensuring: proper management of chemicals, ergonomic workstations, machine safety and proper use of PPE appropriate to the residual risk.
- Reduce the dangers to which every worker is exposed and, consequently, analyze the risks in order to prevent accidents at work and occupational diseases through the recording, analysis and investigation of potentially dangerous events as well as an effective and constant review of the prevention and protection measures adopted, both collective and individual.
- Develop and maintain information, education and training processes for all employees in order to increase people's awareness and ensure efficient and effective application of the company



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management system and therefore the achievement of corporate policy objectives through the leadership of all process managers.

- Select suppliers / subcontractors, according to their ability to provide goods and services compliant with the law and the management system, who also behave following the principles of this policy and the contents of the company code of ethics.
- Guarantee the protection of workers' rights by applying the ethical principles of the corporate code of conduct and all the requirements of social responsibility.
- Promote company growth through the development of people following the values of the “Spirit of Vodafone” and the Business Principles.
- Promote organizational wellbeing also through the implementation of flexible forms of work (working from home), which allow us to work more effectively and flexibly, meeting people's needs and contributing, at the same time, to environmental sustainability.
- Promote open, continuous and responsible communication with all our stakeholders, internal and external, also through the evaluation of the level of satisfaction.

Varese, 04/04/2022

CEO

Gion Paul Baker

A handwritten signature in blue ink, appearing to read 'Gion Paul Baker', is located below the printed name.