



Assicurazioni Generali S.p.A.

**HEALTH AND SAFETY AG
POLICY**

Group Chief People and Organization Officer

POLICY

general.com

1 General Principles

AG considers Occupational Health and Safety to be of central importance in all company activities and a fundamental right for all its employees, suppliers and visitors (no job is so important that the safety of people can be compromised). It recognises their right to interrupt, without any repercussions, any activity in which they identify possible unmanaged risks.

Therefore, AG along with its foreign Branches is committed to comply with occupational health and safety legislation, national and international guidelines and standards (including the aspects of the labour Health and Safety referred to in the ILO standards), the Generali Group Code of Conduct, and the Organisation and Management Model.

AG have established, implemented and maintains a Health and Safety Management System (HSMS) in compliance with 45001:2023 standard, in order to guarantee a higher level of protection taking into consideration the context in which AG and its Branches operate, identifying all stakeholders.

The Health and Safety Management System (HSMS) must be based on a clear governance and processed to ensure the achievement of the following commitments:

- to ensure working conditions that respect individual dignity by providing healthy, safe and secure workplaces for employees, suppliers and visitors;
- to ensure that workplaces, corporate processes and activities always guarantee maximum health and safety protection for employees, suppliers, visitors and all those affected by corporate activities, including people directly involved in prevention activities;
- to clearly define and formally allocate roles and responsibilities in the organisation for the implementation of safety requirements;
- to make economic, human, instrumental, technological and infrastructural resources available for the efficient adoption of the HSMS;
- to contribute to the continuous development and dissemination of the health and safety culture through the commitment of the Senior Management and all the corporate organisational units, involving the entire company population and stakeholders;
- to ensure that the people who work for AG and its Branches are aware of the contents and requirements of the HSMS, in order to promote and increase their engagement;
- to constantly assess health and safety risks and hazards in order to identify harmful elements in the workplace, formulating mitigation and preventive action with a view to continuous improvement;
- to promote the use of technologies to reduce or mitigate risk situations and ensure the best protection of worker health and safety;
- to ensure that work is carried out without harming workers' health by conducting out health surveillance activities in accordance with legal requirements;
- to draw up emergency plans setting out measures and procedures to prevent possible dangerous situations and contain their possible consequences;
- to assess progress in risk reduction/prevention with respect to targets, through analysis of indicators, audit results and reviews of targets by the Senior Management;
- to investigate occupational injuries, work-related ill health, accidents and near misses;
- to actively involve workers in the prevention process, through their representatives and through mechanisms for reporting risks, near misses and/or safety issues;
- to ensure adequate training and health and safety information for workers to increase awareness and reduce accidents;
- to guarantee an adequate system for selecting, monitoring and evaluating the performance of suppliers and contractors, so as to raise their awareness of and compliance with the highest health and safety standards in the performance of their activities;
- to ensure an adequate level of internal and external communication on health and safety in the workplace and during working activities.

The HSMS objectives are monitored at intervals planned during the Senior Management Review through analysis of specific indicators and the results of the actions arising from the previous review.

The HSMS and this Policy may be amended/supplemented as a result of this analysis.

Assicurazioni Generali S.p.A. is committed to the continuous improvement of its HSMS and this Policy so that values and objectives are reflected in the conduct of its people and suppliers, ensuring the conditions and tools for ever better workplace safety for the present and future generations.