

Health, Safety and Environment Policy

Protecting people's health, safety and welfare and protecting the environment are core values of FIDIA and Changhong Group in conducting and developing its activities.

FIDIA and Changhong strategies for sustainable development pursue continuous improvement in environmental, occupational health and safety and welfare related aspects, in accordance with the Company's Values and Ethical Code and in compliance with the Sustainability Model envisaged by the United Nations Global Compact, the "ILO Declaration on Fundamental Principles and Rights at Work" and the "Rio Declaration on Environment and Development".

Specifically, FIDIA and Changhong:

- undertakes to manage its environmental and occupational health and safety activities in compliance with relevant laws and all of the commitments undertaken, as well as in accordance with the highest international management standards;
- pursues the goal of "zero injuries to people" by implementing measures for the prompt identification, assessment and prevention of occupational health and safety risks in order to permanently reduce the number and severity of accidents and occupational diseases, and by activating, for this purpose, health monitoring plans to protect workers from the specific risks associated with their jobs;
- pursues the reduction of environmental impact of Group operations through the prompt identification, assessment and prevention of environmental risks allowing for identification of appropriate action plans;
- develops and implements emergency management programs designed to prevent and avoid injury to people and damage to the environment in case of accidents;
- defines, monitors and informs its Stakeholders of specific objectives for continuous improvement of occupational health, safety and environmental performance associated with its processes, products and services throughout their entire life cycle;
- undertakes to develop safe products and production processes designed to minimise pollutant emissions, waste generation – also by reusing and recycling materials -, consumption of existing natural resources, and the causes of climate change, in order to protect the environment, biodiversity and ecosystems, with a primary focus on the regions where it operates;
- empowers, trains and motivates its employees on how to work in a safe and environmentally-friendly manner, involving all levels of the organisation through a continuous training and information program, aimed at promoting a culture of safety at work and respect for the environment and to ensure that the responsibilities and procedures in these areas are properly updated, communicated and clearly understood;
- promotes information and awareness-raising initiatives on health, safety and environmental issues;
- offers ongoing practical support in order to facilitate employees' work-life balance;

- manages its supply chain in a responsible manner including, in particular, respect for occupational health, safety and environmental issues in the supplier selection criteria, in the contractual provisions and in the audit criteria. It also requires that its suppliers implement a similar management model within their supply chains complying with environmental, occupational health and safety international standards and laws and regulations of the countries where they operate;
- shares its culture of safety at work and protection of the environment with its Stakeholders and actively collaborates on a national and international level with institutional and academic institutions dealing with these issues.
- To minimise and actively manage waste through elimination, reduction, reuse and recycling
- To conserve water through efficient use and management.
- To monitor and optimise the environmental performance of the building stock in order to minimise atmospheric, soil and emissions into the atmosphere, soil and subsoil, noise and consumption of natural resources;
- To reduce the environmental sustainability impacts of our construction and refurbishment projects.
- To provide viable and accessible sustainable travel options for employees for travel to work, travel at work and travel for work which results in a reduction of carbon emissions.
- continue to pay attention to purchasing policies that reflect the principles of environmental sustainability; and principles;

We recognise we have a role to play in encouraging responsible management of hazardous chemicals throughout our supply chain and apply consistent standards to our supply chain partners. We believe that the advancement of “green chemistry” should occur wherever possible. Therefore we work to identify opportunities to adopt sustainable chemical technologies wherever feasible

With the aim of pursuing the values in this Policy, FIDIA and Changhong have implemented an integrated, structured and dynamic "Health, Safety and Environment" management system based on recognised best practices and international standards.

FIDIA and Changhong Top Management have a strategic role in the full implementation of this Policy ensuring the involvement of all personnel and of those who collaborate with Pirelli and the consistency of their behavior with the values embodied in this Policy.

March 2021

FIDIA CEO

Zaza Antonio

CHANGHONG MANAGING DIRECTOR

Qiu Yunjie