

LA SAN MARCO, according to its mission, considers quality, environmental and workers' health and safety protection as key factors to maintain and develop its capability to meet the needs both of external stakeholders (e.g. customers or authorities) and internal ones (workers) and, accordingly, to pursue the success of the Organization on the market, also relating and integrating with organization management model ex D.L. 231. In particular, LA SAN MARCO fully adheres, as part of GROUPE SEB, to the management system policy adopted by the group itself and which constitutes an integral part of this document.

Therefore, the General Management decided:

- To conform its management system to UNI EN ISO 9001:2015;
- To keep attention to the requirements of UNI ISO 45001:2018;
- To keep attention to the requirements of UNI EN ISO 14001:2015;
- To implement and formalise its own quality, health, safety and environment policy.

The activity is:

**DESIGN, MANUFACTURE AND SERVICE OF ESPRESSO COFFEE MACHINES AND GRINDERS, BY MACHINING, COLD PRESSING, WELDING, ASSEMBLY AND TESTING.**

General Management promotes any action to ensure that the activities are carried out in the highest possible quality standard, according to environmental protection and without significant hazards for workers' health and safety.

This policy is available for internal and external stakeholders by request and by posting on the internal bulletin board and on the Company website.

So the Organization set the following commitments:

- Referring to external stakeholders:
  - Compliance to law requirements and to signed agreements;
  - Compliance to contract requirements;
  - Customers' needs satisfaction;
- Referring to internal stakeholders:
  - Crime prevention and respect for legality;
  - Continuous law compliance, pursued through the analysis of present and future law regarding both environment and health and safety;
  - Prevention of hazards about air, water, soil and subsoil pollution and improvement of environmental impact on those items;
  - Promotion and pursuit of reduction, reuse and recovery of wastes;
  - Prevention of accidents, injuries and of hazards for workers' health and safety, including professional diseases;
  - Behaving responsibly through teaching, information and training and sensitization of workers about quality, environment and health and safety;
  - Performing actions for reducing energy consumption and gradual lowering the threshold of acceptable risks.
  - Spread the culture and values of the company by creating an identity context within which workers can act to achieve individual and collective goals
- Referring to Authorities:
  - Performance of internal and external activities according to Authorities' prescriptions and to Ethical Code;
  - Cooperation with authorities to publicise the activity, in order to avoid stakeholders' doubts about law compliance
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- Referring to external and internal stakeholders:
  - Effective and transparent communication;
  - Development on the territory of environment and safety awareness with the same efforts about promoting knowledge;
  - Containment of costs charging on people;
- Regarding suppliers
  - Research and development of eco-friendly products about content and building process;
  - Setting and maintenance of fair and transparent behaviours;
  - Cooperation, monitoring and continuous surveillance regarding environmental and health and safety law compliance, particularly in case of works done in La San Marco site with possible interference and pollution hazards.

The effectiveness of the policy is constantly monitored through proper means, as, for example:

- Complaint, non conformity, accidents and near miss analysis;
- Periodic re-evaluation of quality, safety and environment documents;
- Results of internal audit;
- Feedback from customers and stakeholders.

The commitment to the continuous improvement of the management system is set by the General Management through goals and targets resulting from Management review and that are:

- Yearly set by General Management in specific documents;
- Spread to all the workers through the internal bulletin board.

February, 19th, 2024



General Manager

Eng. Nocera Roberto



Ecully, January 6<sup>th</sup> 2023

## Groupe SEB Health & Safety Policy 2023-2026

Groupe SEB has set itself the ambition of becoming the reference in terms of health & safety in its business sector. This ambition is part of its long-standing commitment to employee welfare and its company values.

Our absolute priority is to protect the health and safety of our internal and external employees and of all of our stakeholders, by providing them with safe and healthy working conditions.

And this does not happen by chance, sound performance in this respect is the fundamental pillar of operational excellence because it reflects our ability to prevent and anticipate events. It also enables us to reduce the economic impacts related to accidents and occupational illnesses.

Groupe SEB continues to make progress.

The accident rate is declining every year: But, with on average more than one accident per week, this rate is still too high compared with our ambitions.

85% of accidents at Groupe SEB are the result of inappropriate behavior, and one in four accident is linked to non-compliance with rules.

To consolidate our prevention approach, the monitoring and analysis of events has been extended and systematized to cover all accidents regardless of their gravity, as well as near-accidents and dangerous situations that could potentially cause accidents.

In terms of health, preventive actions are being carried out at the Group level to combine preventive and corrective ergonomics with the design of new products, production, logistics and tertiary activities with the goal of preventing occupational illness risks.

Our ambition is to accelerate this trend to continue to dramatically reduce accidents and occupational illnesses at the Group level, and to achieve an interdependent balance between health and safety, which can be expressed as "shared vigilance".

We want to enact a profound cultural shift, to raise our standards, move to a mindset of prevention and shared and continued improvement, with everyone undertaking to be responsible for the safety of themselves and of others.

Within this framework, **the five strategic areas of focus of the "SAFETY AT SEB" program**, steered by the Group at the global level, support this ambition:

- **Position health and safety as an essential priority**, by harnessing an organization that assumes responsibility at all levels,

**GROUPE SEB** ■

- **Focus on an ambitious goal**, and encourage and reinforce any positive contribution in achieving it,
- **Detrivialize each accident or serious incident, potential or actual, and make it into a learning experience**, by carrying out analysis, communicating and obtaining feedback for each event,
- **Share the same level of skills and high standards**, based on a shared culture via the implementation of a health and safety approach to transform behavior: Shared vigilance.
- **Foster greater speed of reaction** and immediately address any shortcomings observed **by involving our employees**.

These strategic areas of focus have been rolled out in coherence with the new OPS approach, with the goal of placing the health and safety of our employees at the center of our concerns.

Our conviction is that each accident is not inevitable and can be avoided.

This implies that everyone adopts the appropriate behavior, raising their standards and demonstrating unstinting commitment every day.

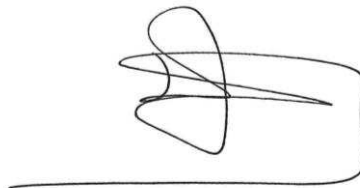
We are implementing the organization and the means required to reach our goals.

I will participate, as well as the three other members from the Executive Committee and the Health - Safety Strategic Committee to steer this Group approach and will personally monitor action plans and outcomes within the Executive Committee.

I expect each and every one of you to set the example and demonstrate your discipline, and your interdependence on a daily basis.

I know I can count on your commitment to support and contribute to this change.

Your personal involvement is essential for the Group and I thank you in advance for your assistance.

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke at the bottom.

Stanislas de Gramont  
Chief Executive Officer