



## HEALTH, SAFETY AND ENVIRONMENTAL POLICY

*- English translation of IM&C Corporate HSE Policy -*

The Company **Ignazio Messina & C. S.p.A.**, in business since 1921, plays a primary role in the sea freight sector with Ro-Ro container ships and full container ships, owned and chartered, operating liner services to more than 40 countries.

**Ignazio Messina & C. S.p.A.**, aware of its role in the industry, intends to act responsibly to prevent and eliminate impacts on the environment and dangers to the health and safety of anyone operating at its sites, and, in this context, has decided to adhere to the environment and safety management systems certifiable in Europe since 1996.

Company Leadership is committed to facilitating quality, reliable, effective service, nonetheless meeting the challenge of continuous performance improvement in favor of Environment and Safety to ensure maximum protection and prevention:

- Of the occupational health and safety risks to people who work for or come into contact with **Ignazio Messina & C. S.p.A.** and
- Of the impacts on the environments and territories, terrestrial and marine, in which the Company operates.

Aware that the protection of the environment and the health and safety of workers concern the behavior of everyone in the Company, according to their attributions and responsibilities, the Company **Ignazio Messina & C. S.p.A.** confirms its commitment to:

- Pursuing the elimination of hazards and the reduction of risks;
- Promote a responsible culture in favor of the Environment and Safety, increasing the knowledge and awareness of personnel with training-awareness programs, dissemination of information, and moments of consultation on the environment, safety, health, and welfare at work;
- Comply with the relevant laws and regulations in force and adhere to the norms of good practice and voluntary company standards (Code of Ethics, Organizational and Management Model D. Lgs. 231/01);
- Readjust its risk analysis and environmental assessment according to changes in machinery, instrumentation, and redesign of processes and facilities for preventive elimination of hazards risk reduction from a risk-based thinking perspective;
- Provide routine, extraordinary, and predictive maintenance on vehicles, vessels, handling equipment, plants, and facilities, both ashore and on board;
- Provide workers with the necessary organization and tools for an increasingly safe workplace;
- Encourage workers' involvement in the Company by promoting confrontation, consultation, and participation through representations, committees, physical and virtual places of listening, guaranteeing



working hours, disciplinary procedures, and wages that are appropriate to the laws, industry standards, and voluntary company regulations mentioned above, without employing forced or child labor;

- Encourage the development and dissemination of environmentally friendly technologies through energy-saving initiatives, access to renewable sources, low-impact fuels for its fleet, and adherence to local plans and programs if activated in this regard;
- Encourage procurement procedures referring to the principles of transparency, ethical behavior, full and fair opportunity, respect for the interests of the Parties concerned, the principle of legality, and international standards of behavior.

Activities at port and land terminals, as well as shipping, logistics, shipyard, container, rolling stock and cargo handling, container repair, and machine shop services, including outsourced activities, are managed according to the principles of Sustainable Development, where the HSE Corporate Management System is adopted following UNI EN ISO 14001:2015 and UNI ISO 45001:2018 standards and integrated into business processes.

Through this Policy and System, **Ignazio Messina & C. S.p.A.** intends to fulfill significant tasks, such as:

- The protection of the marine and terrestrial territories in which it operates and transits, eliminating or minimizing environmental emissions and waste, thus acting to protect biodiversity and the quality of water, air, and soil;
- The promotion of exhaustive and continuous internal investigations, including targeted (audits), to identify corrective and preventive actions to protect the safety and health of workers to eliminate hazards as much as possible and further reduce the likelihood of the occurrence of accidents, injuries, illnesses or other non-conformities;
- The dissemination of information and good management practices, both in terms of ensuring training on the task performed and enhancing the experience the Company has in its field, to identify and disseminate technologies, methods, logistic configurations, and improvement strategies for the benefit of the environment, safety, health and welfare in the workplace, which are preventive to avoid accidents and appropriate for emergency preparedness and response;
- The promotion of exhaustive and continuous internal investigations, including targeted (audits), to identify corrective and preventive actions to protect the safety and health of workers to eliminate hazards as much as possible and further reduce the likelihood of the occurrence of accidents, injuries, illnesses or other non-conformities;
- Adherence to the principle of making use of increasingly sustainable purchasing (fuels, materials, supplies, works, services) to produce as positive environmental, social, and economic impacts as possible, in a life-cycle perspective, and to improve the supplier's ability to cope with its health, safety and environmental risks, by assisting innovative solutions that aim to minimize their adverse effects, including by seizing the opportunities of the Circular Economy;
- Improving the environmental, health, and safety performance of employees, third parties, and communities surrounding the settlements based on specific indices and critical indicators.



**Ignazio Messina & C. S.p.A.** considers the use of financial, technological, and professional resources available for the implementation of the HSE policy a productive and qualifying investment of its involvement in the prevention of pollution, accidents, injuries, and occupational diseases where attributable to its activities and of its attention to the needs and expectations of the Parties concerned.

**Ignazio Messina & C. S.p.A.** considers indispensable in the implementation of the Policy, the involvement and participation of the entire company organization and the participation of all interested Parties, each according to their responsibilities, attributions, competencies, and adopts an updated system of communication, information, consultation.

Therefore, top management and employer lines should ensure that the Policy is disseminated, understood, and supported by all Personnel.

The entire Company Leadership ensures that the Policy is communicated to direct Personnel, external resources involved in business processes, and Parties interested in various ways in **Ignazio Messina & C. S.p.A.** activities, including Customers, Suppliers, and Contractors.

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Genoa,

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