Occupational Health and Safety Policy

This policy applies to Angel4Future S.r.l., Vaimoo S.r.l., Matipay S.r.l., and the companies they control.

The Top Management of Angel4Future, with the aim of guaranteeing:

- The Health and Safety of workers, including external workers, consultants and subcontractors who work at the Group's offices and construction sites, preventing accidents and occupational diseases;
- Occupational health and safety.

Undertakes to:

- **Context of the organisation**

Analyse its context ensuring identification and periodic review of:

  - Relevant internal and external factors;
  - Stakeholders and their needs and expectations.

- **Leadership and Resources**

  - Identify and assign roles, responsibilities, and authorities necessary for the effective management of Occupational Health and Safety.
  - Promote a culture of Health and Safety, guiding and supporting people to contribute to its effectiveness.
  - Provide the necessary resources for the proper implementation and ongoing support of Occupational Health and Safety activities.

- **Consultation and Participation of Workers**

  - Activate effective processes for the consultation and participation of workers at all applicable levels and functions, also through the appointment of their representatives, aimed at planning, developing, implementing, and evaluating the effectiveness of the policy, promoting the continuous improvement of occupational health and safety.

- **Compliance obligations**

  - Determine their compliance obligations arising from legal or other voluntary requirements and ensure that they are always met in the application of all primary and support business processes.

- **Risk and Opportunity Assessment**

  - Continuously and proactively identify hazards and assess risks and opportunities to occupational health and safety arising from the analysis of the internal and external context, stakeholders and compliance obligations;
  - Identify, implement and verify the effectiveness of countermeasures necessary for eliminating risks at source or, where not possible, minimising them and the actions necessary to pursue opportunities.

- **Competence and awareness**

  - Promote the growth process and active involvement of human resources, implementing training and awareness programmes for the personnel at all levels, ensuring that they are aware of the importance and relevance of their activities and how they contribute to the achievement of company objectives, through the application of procedures, principles of good professional practice and legal and regulatory requirements.

- **Communication**

Disseminate and inform, inside and outside the Company, about Occupational Health and Safety policy, results achieved and improvement plans through:

  - Posting of the Occupational Health and Safety policy statement in communication points within the company and publication on company websites;
  - Constant promotion of Occupational Health and Safety objectives and performance achieved through available media.

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- **Operational controls**

In the implementation of company processes, apply, with a life cycle logic, the operational controls necessary to ensure the prevention of incidents, accidents and occupational diseases of workers and the protection of their Health and Safety.

- **Emergency preparedness and response**

Prepare and train its employees to respond to emergencies with an impact on the Health and Safety of Workers that may arise in the implementation of processes.

- **Monitoring and Improvement of Occupational Health and Safety**

The company is committed to continuously monitoring compliance with its internal standards on Occupational Health and Safety through:

  - Periodic internal checks and, if necessary, evaluations by external parties;
  - Correction of any issues and implementation of corrective measures;
  - Periodic review of this Occupational Health and Safety Policy.

The company promotes the continuous improvement of working conditions by taking actions based on the analysis of risks and opportunities, following the logic of the hierarchy of controls:

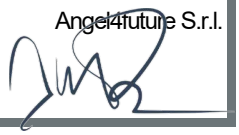
  - Elimination of hazards where possible;
  - Replacement of activities, materials, or equipment with less hazardous alternatives;
  - Adoption of technical and organizational measures to reduce exposure to risks;
  - Implementation of managerial measures such as information, training, and operating instructions;
  - Use of collective and personal protective equipment.

All personnel of Angel4Future S.r.l., Vaimoo S.r.l., Matipay S.r.l., at every level and according to the authorities and responsibilities assigned, are responsible for the timely application of the requirements set forth in their respective Occupational Health and Safety policy.

Mola di Bari, 05/05/2025

Amministratore Unico

Angel4future S.r.l.



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