



HEALTH, SAFETY AND ENVIRONMENT POLICY

UPDATE AUGUST 2023

The Pirelli Group considers protecting occupational health and safety, the well-being of people, and safeguarding the environment and biodiversity to be core values in running and developing its business.

This Policy applies to all Group operations conducted by Pirelli; where Pirelli does not have operational control, all business partners (e.g., joint-ventures, suppliers, etc.) are expected to comply with the principles stated in this Policy.

With the intention of contributing the United Nations' global goals, the Group's sustainable development strategies pursue continuous improvement in occupational health and safety and environmental aspects, in compliance with Pirelli's Values and Ethical Code and in accordance with Sustainability Models envisaged by:

- the United Nations Global Compact;
- the International Labour Organization's within its "Declaration on Fundamental Principles and Rights at Work";
- the "Rio Declaration on the Environment and Development";
- the European Union's new growth strategy (known as "Green Deal"), strictly joined with the "Chemicals Strategy for Sustainability" which aims to foster sustainability and innovation in the chemicals sector and protect human health and the environment from hazardous substances;
- many international treaties involving the protection of the human health and the Environment, such as the "Stockholm Convention on Persistent Organic Pollutants", the "Minamata Convention on Mercury", the "Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal".

Specifically, Pirelli:

- undertakes to govern its activities with regard to the protection of occupational health and safety and the environment, in full compliance with the applicable international, national and local laws and regulations and all the voluntary commitments signed, as well as in line with the highest international management standards;
- pursues the goals of "zero accidents" and "no personal injury" in working environments, through continuous identification, assessment, prevention and protection from occupational health and safety risks, prompt removal of potential causes of accidents, and implementation of personnel health monitoring plans in relation to specific tasks;
- supports the development of programmes to improve mental and physical well-being, and work-life balance;
- defines, monitor and communicates to its Stakeholder specific goals for the continuous improvement of occupational health and safety and environmental performances associated with its processes, products and services throughout their cycle life;



- integrates Health, Safety and Environmental assessment in Due Diligence (e.g., on suppliers) and in M&A activities;
- undertakes to develop products and production processes in compliance with the principles of the circular economy, translated into the “5R” approach (Re-think – Refuse – Reduce – Reuse – Recycle), in order to pursue climate change mitigation and progressive decarbonisation along the value chain, responsible use and the reduction of consumption of natural resources and minimize pollutant emissions;
- develops and implements emergency management programmes designed to prevent harm to people and the environment in case of accidents;
- empowers, trains and motivates its employees on how to work in a safe and environmental-friendly manner, involving all levels of the organization in a continuous training and information programme designed to promote a culture of occupational health and safety and respect for the environment, as well as to ensure that the company's responsibilities and procedures in these areas are appropriately updated, communicated and understood;
- pursues environmental protection through the continuous identification, assessment, prevention and mitigation of environmental risks along the value chain;
- is committed to minimizing impact on biodiversity, ecosystems and the related ecosystem services by adopting the principle of “No net loss of biodiversity”, through the ‘mitigation hierarchy (i.e., avoid, minimize, restore and regenerate, compensate);
- is careful to minimize its operations in protected areas and/or sites which are relevant for biodiversity¹ and/or of special interest/value, and ensures that the choice of any new production sites is made with respect for protected areas, ensuring the preservation of biodiversity, ecosystem services and the prevention of deforestation;
- sets environmental targets and objectives to reduce its products and services life cycle impacts on air, soil and water, such as the towards “Zero Waste to Landfill” target, aiming at the maximisation of recovery and recycling;
- promotes the consultation and participation of workers and their representatives on the subject of occupational health and safety;
- actively collaborates nationally and internationally with institutional, academic, non-governmental, industry bodies concerned with the regulation, study and sustainable management of the issues addressed in this Policy;
- requires its suppliers to apply the same responsible approach at their sites and along the supply chain with regard to occupational health and safety, care of the environment, protection of biodiversity and ecosystems, prevention of deforestation, conservation and responsible use of natural resources and materials, in accordance with international standards and the laws and regulations of the countries where they operate, as detailed in Pirelli Suppliers Code of Conduct.

With the aim of pursuing the values expressed in this Policy, Pirelli has implemented integrated, structured, dynamic management systems focused on continuous improvement, based on best practices and relevant recognised international standards.

¹ Sites relevant for biodiversity – Sites which contain relevant biodiversity at global, regional or national level (“Critical Biodiversity”): areas/habitat/protected species; species classified as Critically Endangered, Endangered or Vulnerable on the IUCN Red List, endemic species; internationally recognized areas (World Heritage Sites, Ramsar Wetlands, UNESCO Man And Biosphere).



GOVERNANCE AND DISCLOSURE

Pirelli's top management, supported by the Health, Safety and Environment department as well as other departments variously involved (by way of non-limiting example R&D, Sustainability, Purchasing, Quality, Manufacturing, Enterprise Risk Management departments) has a strategic role in the full implementation of this Policy, ensuring the involvement of all personnel and of those who collaborate with Pirelli, so that the express behaviours coherent with the values contained herein.

The plans and performances in the area of Health, Safety and Environment are discussed and approved by the Sustainability Strategic Committee (a body chaired by the CEO that meets at least semi-annually) and are part of the Sustainability Plans and results presented and discussed by the relevant Board Committee and then presented, discussed and approved by the Board of Directors.

Plans and results are reported in the Group Annual Report following approval by the Board of Directors.

REPORTING, CONFIDENTIALITY, NON-RETALIATION AND CONSEQUENCES IN CASE OF VIOLATION

The Pirelli Group encourages the recipients of this document to report in good faith, even anonymously, any act or omission by anyone at Pirelli, in relations with it or on its behalf, which constitutes or may constitute a violation, or inducement to violate the principles contained in this Policy. The [Group Whistleblowing Policy](#), published at www.pirelli.com, in multiple languages, sets out the procedure for submitting reports, how they are managed and how confidentiality and non-retaliation are guaranteed.

In case of violation of the present Policy – regardless it is identified through the Whistleblowing process or in different ways – Pirelli will adopt appropriate actions depending on the severity of the case, in line with the applicable legal, regulatory, contractual, and disciplinary system.

DOCUMENTS CONNECTED TO THIS POLICY:

- [CODE OF ETHICS](#)
- [GLOBAL HUMAN RIGHTS POLICY](#)
- [GLOBAL QUALITY POLICY](#)
- [PRODUCT STEWARDSHIP POLICY](#)
- [SUSTAINABLE NATURAL RUBBER POLICY](#)
- [SUPPLIER CODE OF CONDUCT](#)
- [WHISTLEBLOWING POLICY](#)

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GROUP CHIEF EXECUTIVE OFFICER

Andrea Casaluci