

Health and Safety Policy

Webuild is a leading global player in the construction of large, complex infrastructure. Its activities are inspired by the principles of sustainable development. The Group, oriented by its values, "Solidity", "Excellence", "Transparency", and "Respect", is committed to contributing to the economic development and social wellbeing of the countries where it works. It safeguards its employees' and suppliers' Health and Safety, by conducting its business activities according to its "Safety Vision", and the following principles:

- 1. Ethics and Responsibility** – Webuild is committed to operating throughout the world with integrity. It fully complies with the highest ethical, professional and legal standards, while prioritizing its workers' Health & Safety, during its decision-making and control processes.
- 2. Innovation** – Webuild actively collaborates with its partners to ensure that safe, state of the art and innovative technologies are considered when designing and implementing work activities.
- 3. Health and Safety** – Webuild considers its workers' Health and Safety a non-negotiable priority when designing, implementing and developing its activities and workplaces. Its target: **ZERO accidents.**
- 4. Health and Safety Culture and Leadership** – Webuild considers its Health and Safety Leadership culture a key lever for activating safe behaviour throughout the organization. It evaluates and rewards employees and suppliers according to their Health and Safety performance.
- 5. Employee Safeguard and development** – Webuild undertakes to create stimulating and dynamic work environments, where priority is given to preventing any condition that could potentially negatively impact people's Health and Safety. It promotes training programs to guarantee that its workers can grow professionally, with an adequate level of competence for carrying out the assigned tasks.
- 6. The right to intervene** – Webuild believes that there must always be unconditional respect for everyone's right to be safe and look after the safety and well-being of others. It is everyone's right and responsibility to intervene should any doubt arise concerning Safety being compromised in any way. This includes discussing matters with management, if necessary.
- 7. Supply chain integration** – Webuild requires its suppliers and subcontractors to comply with its Health and Safety standards, and to abide by the Group's principles and values.
- 8. Sharing experience** Webuild strongly promotes the sharing of experience among the different production units, globally, to increase the "lesson learned" approach.
- 9. Dialogue** – Webuild develops and maintains stable, lasting relationships with its workers engaging in dialogue with them about their legitimate expectations, evaluating the Health and Safety conditions of the work environment with them, and by also involving them in Safety processes and decisions.
- 10. Transparency** – Webuild regularly publishes periodic Health and Safety reports and provides its stakeholders and shareholders with data and information regarding its Health and Safety Management System performance.

The contents of this Policy, together with the Company's Code of Ethics, are considered to be essential for the implementation of the Group's Health & Safety Management System throughout all sites and all project phases (from tendering, to commissioning and hand-over). It is made available to all Webuild employees, globally, and also to its suppliers and subcontractors.

Webuild's Top Management shall monitor the implementation of this Policy through the identification, achievement and verification of measurable targets.

Milan-Rome, November 2020


Pietro Sallini
Chief Executive Officer