

Health and Safety Policy

Webuild S.p.A. (hereafter Webuild) is a world leader in design and construction of large complex infrastructures and bases its activities on the principles of sustainable development. The Group, guided by its values of "Excellence", "Respect", "Sustainable Innovation", "Integrity" and "Trust", the Group contributes to the economic development and social well-being of the countries in which it operates, organising its business according to the following principles

1. Ethics and responsibility - Webuild is committed to operating all over the world with integrity and in full compliance with the highest ethical, professional and legal standards, putting the Health and Safety of its workers in first place as it comes to its decision-making and control processes.

2. Innovation - Webuild works actively with its partners to ensure that technological innovations, which guarantee higher levels of health and safety protection, are taken into account in the design and implementation of work activities.

3. Health and safety - Webuild considers the protection of the health and safety of its workers a non-negotiable priority at all stages of the design, implementation and development of its activities and workplaces. The goal is: **ZERO accidents.**

4. Health and safety culture and leadership - Webuild considers Health and safety leadership culture a key lever to enable safe and healthy behaviours throughout the organisation. It monitors and evaluates the safety performance of its employees and subcontractors by providing feedback commensurate with performance.

5. Protection and growth of all stakeholders - Webuild is committed to creating stimulating and dynamic working environments, where priority is given to the prevention of any situation or event that may harm the health and safety of people, also considering climate change and related risks. It promotes information, education and training programmes, with the aim of guaranteeing the professional development of workers and an adequate level of competence for their assigned tasks. Webuild also proposes the best sustainable solutions to its clients with the aim of enhancing the value of the work and the territory and protecting the health and safety of all stakeholders, up to the end users.

6. Right to intervene - Webuild considers respect for everyone's health and safety an unconditional right and entrusts all employees with the task and responsibility to intervene in cases where there is a suspicion that it may be compromised, if necessary, also by confronting their superiors.

7. Supply chain involvement - Webuild requires all its suppliers and subcontractors to apply its own standards in the area of Safety, as well as to respect the principles defined for its workers.

8. Experience sharing - Webuild strongly promotes experience sharing between different business units around the world, in order to improve the lesson-learned approach, increase its resilience and global performance, with attention to the needs of different stakeholders in the implementation phase.

9. Dialogue - Webuild develops and maintains stable and lasting relations with its workers by paying attention to their legitimate expectations, by jointly assessing health and safety conditions in the workplace and involving them in related processes and decisions.

10. Transparency - Webuild publishes regular Health and Safety reports and submits relevant data and information on the performance of its health and safety management system to stakeholders and all interested parties.

The content of this Policy, together with the Company's Code of Ethics and Supplier Code of Conduct, is a point of reference for everyone working at Webuild and is made available to all workers worldwide, as well as to its suppliers and subcontractors. It forms the basis for the preparation of Webuild's Integrated Management System in all business units and for all phases of Projects (from tenders to acceptance and hand-over to the client).

Webuild's top management monitors the application of this Policy by periodically reviewing its performance against the defined objectives.

Milan - Rome, 31 July 2024

Pietro Salini
Chief Executive Officer of Webuild