

## ADR TEL'S OCCUPATIONAL HEALTH AND SAFETY AND GENDER EQUALITY POLICY

Consistent with the ADR Group's Integrated Management Systems Policy, the Top Management at ADR Tel has issued this Occupational Health and Safety and Gender Equality Policy, which defines the company's objectives and commitments.

The Management at ADR Tel has always set itself the objective of providing telecommunication and IT solutions for the airport communities in compliance with the standards defined by the Parent Company ADR, ensuring adequate management of health and safety to safeguard its own personnel, the personnel of ADR Group and airport users (passengers, chaperones, airport operators), for which it undertakes to:

- **fulfil the mandatory requirements on occupational health and safety, gender equality and non-discrimination, and infection prevention and control applicable to the services provided** – *compliance with all laws and regulations and other requirements will be monitored by Internal Audits conducted by qualified personnel and by control and surveillance activities;*
- **pursue continuous improvement in the activities carried out, with particular attention to health and safety conditions in the workplace and gender equality, measuring the performance achieved with a view to the pursuit of work excellence and well-being** – *this objective will be ensured through the measurement of appropriate indicators and the assessment of the results achieved against that set out in the Improvement Plan;*
- **eliminate hazards and reduce risks to occupational health and safety and risks of discrimination and harassment with a view to protecting gender equality by providing safe and healthy and inclusive working conditions** – *this objective is pursued by identifying hazards, assessing risks and opportunities, and investigating accidents, incidents and near misses, and reports of possible breaches of standards, regulations and codes, in order to prevent their recurrence;*
- **pursue continuous education and training of personnel, including updating and awareness-raising to ensure that everyone performs their tasks in the prescribed manner and with responsibility, professionalism and awareness** – *these aspects will be ensured, with the help of internal audits, by measuring the degree of effectiveness of the training carried out, as well as by promoting the consultation and participation of personnel in the implementation of company policy, in the risk assessment process and in the definition of prevention and protection measures;*
- **take into account factors internal and external to the organisation in the management of activities, as well as the needs/expectations of stakeholders** – *this will be ensured through context analysis and the actions identified therein.*

Managing Director

Cristiano Carnassale