

Policy for the Safeguard of the Environment, Health and Safety of Workers

DAB group recognizes as its strategic objective the safeguard of the Environment and the Health and Safety of workers and has always been committed to increase in a sustainable way the value of its group, its products and services as well as the ability and sensitivity of all staff.

In fact, the company's strategic plan has as its main objectives the reduction of CO₂, water consumption and waste produced, the group is committed to operate in full compliance with the rules and regulations in force and undersigned by pursuing a continuous improvement of its performance.

During the covid 19 pandemic, the strategic objectives are confirmed and we want to be able to seize this opportunity by increasing the shift to smart working technologies that allow safe working without direct contact whenever possible.

To achieve this, the group commits to consider an integral part of the normal business management Environment, Health and Safety at Work:

- by spreading a corporate culture such as to minimize the environmental impacts and residual risks through training programs, training and awareness of its employees;
- monitoring business indicators through regular meetings with the top executives of the company;
- promoting a proactive participation of workers also thanks to the collaboration of RLS;
- communicating the progress of the business management system.
- Strengthening cloud-based IT assets and smart working tools

The primary objectives of the group are:

- safeguard the environment by pursuing a sustainable development to conserve natural resources while limiting energy consumption, preventing or reducing pollutant emissions;
- ensuring an effective and efficient waste management with regard to all stages of production, collection, storage and disposal privileging, where possible, re-use, recycling and recovery;
- to select, for their work, chemical substances with the lowest impact on the environment and on the workers' health;
- prevent risks in terms of health and safety in the workplace by providing safe and healthy working conditions pursuing the welfare of its employees;
- prevent accidents, occupational diseases and the spread of the pandemic;
- prefer the use of collective protective equipment as opposed to the use of personal protective equipment and prevention to protection.

The policy is sufficiently widespread and kept active inside and outside of the organization, and it is the duty of all employees to respect it, implement it and spread it always taking into account the business objectives and the spirit of continuous improvement. The policy is reviewed periodically according to new goals; the targets are available on company web site "Sharepoint".

This Policy can be requested to the EHS office anytime.

The companies of the group:

- DAB Pumps S.p.A.:
 - Mestrino*
 - Bientina*
 - Castello di Godego*
 - Val Liona*
- DAB Pumps (Qingdao) Co., LTD
- DAB Pumps Hungary KFT
- DWT Holding S.p.A.

Mestrino, 03/01/2022

La Direzione
Digitally approved