

SAFETY & SECURITY

POLICY

MAN-GEN-0000-PHI-0003

Dietsmann's Safety & Security Policy focuses on eliminating hazards, reducing risks and creating a safe and secure working environment by implementing preventive measures and by increasing the protection of employees and equipment.

Dietsmann is committed to:

In the area of safety:

- Aiming to have zero accidents across all the Company's activities;
- Promoting a safety culture in which everyone contributes to continuous improvement and in which the management is made accountable for safety performance;
- Consulting and communicating directly and openly with all employees and other staff involved in Dietsmann's activities, providing advice and promoting best practices for operations and work sites;
- Establishing contingent intervention plans and procedures that will enable a fast and effective response to the various types of events that might occur. These plans and procedures are regularly tested by performing accident drills and updated as necessary;
- Promoting accident feedback, including that related to near misses, to highlight (potential) risks and consequences;
- Ensuring that all employees receive on a regular basis appropriate training to carry out their tasks without risk.

In the area of security:

- Conducting all security operations in full compliance with national and international standards and in accordance with human rights principles;
- Implementing dedicated programs for employees on all its sites worldwide to ensure that the highest security levels are maintained;
- Promoting a security culture and awareness among all employees at all levels within the Company.

In both areas:

- Dietsmann's centralized crisis-management team maintains and regularly updates contingency plans to be implemented in case of emergencies;
- Ensuring that subcontractors' safety and security policies and practices are on a par with those of Dietsmann;
- Guaranteeing full compliance with legal and clients requirements;
- Establishing and applying risk management processes that conform with international standards applicable to its fields of activities;
- Carrying out regular specific audits and reviews in order to evaluate its safety performance, monitor its security systems and determine the resources needed to continuously improve its management system.

This policy is communicated and applies to all employees and contractors working on behalf of Dietsmann.

Cesare Canevese
Chief Executive Officer

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