

Policy for improving the health and safety of workers and protecting the environment



(Reference § 5.2 UNI ISO 45001: 2018 standard and art.30 Legislative Decree 81/08, § 5.2 UNI ISO 14001: 2015 standard)

OMA is an Italian joint stock company, founded in 1948, active in the global aerospace market, providing high value-added solutions including the design, development and production of integrated aeronautical structures, on-board systems and components, as well as support services for products for civil and military aircraft and helicopters.

The values that inspire the action of OMA SpA require us to operate responsibly, in full compliance with the requirements of our customers, without ever forgetting our ethical principles regarding the social and environmental impact of our action.

OMA SpA therefore considers the improvement of the health and safety of its workers, of the workers of third-party companies and of visitors a priority objective of its activity; moreover, every activity carried out must be sustainable and compatible with the environment in which it is inserted, with the right balance between the needs of the property, the collaborators and the inhabitants of the area. The improvement of company performance is pursued within the framework of a fair balance between social responsibility, economic satisfaction, environmental protection, prevention of accidents and occupational diseases and continuous improvement of health and safety conditions in the workplace.

The Management of OMA SpA shares the intention of grasping the essence, rigor and advantages of a management system that is well integrated with the rest of the company management, achieving the same with a correct commitment of human, financial and economic resources; we therefore think of a system that is both light and robust, streamlined and complete, effective both for the best enhancement of internal roles, and for organically presenting the results obtained, to workers and their representatives, to certification or supervisory bodies, to local communities and other internal and external stakeholders.

Ultimately, a system that is well proportioned to the nature and extent of the health, safety and environmental risks inherent in our organization.

Responsibility in the operational management of the environment and health and safety at work concerns the entire organization, from the employer to each collaborator; each one is called to make his own proactive contribution, according to his own attributions and skills, to help honor the commitments undertaken and to achieve the agreed objectives, making the best use of the tools made available.

OMA, aware of the impact of its activities on the environment, intends to orient its activities and future developments in the most sustainable and compatible way possible. In particular, it undertakes to:

- comply, in carrying out all activities, with international, European, national and local legislation, collaborating with the authorities in a transparent way,
- identify and evaluate the direct and indirect environmental aspects linked to specific activities, and in relation to the specificity of the reference territories with a view to preventing and reducing pollution,

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- keep up-to-date the assessment of significant environmental aspects related to the implementation of services (e.g. waste disposal),
- adopt procedures for the prevention of environmental accidents,
- make every effort to improve relations with surrounding realities and competent authorities,
- establish clear and understandable internal and external communication methods, to foster relationships with customers and other interested parties,
- sensitize all subjects (suppliers, customers, professionals), who revolve around the activity of OMA SpA, to issues relating to the environment.

The OMA, in the management of its activities, assumes the following Commitments in the field of health and safety at work:

- the prevention of accidents and illnesses and the constant improvement of OSH management and related results, having as constant reference the "general protection measures" established by decree 81/2008, are considered as an integral part of company management, and resources are provided human and instrumental necessary;
- the respect, in substance and in the informative spirit, of the applicable OSH laws and regulations, starting with decree 81/2008 and the obligations established by this for each subject, as well as the commitments deriving from employment contracts and from others freely hired, taking into account the activity carried out and the size of the company;
- the involvement and consultation of workers, in appropriate forms including the consultation of their safety representatives, to periodically review the policy itself and the management system implemented, as well as to define and disseminate within the company the objectives of OSH and related implementation programs,
- the periodic review of the results obtained with the management system, to be conducted also during the periodic prevention and protection meeting with the competent doctor, the head of the prevention and protection service and the workers' safety representatives, on the basis of a structured report to summarize the monitoring and surveillance data carried out on the system, operational processes and personnel.

To translate the above commitments into operational practice, we intend to pursue the following objectives:

- identify and monitor the laws, regulations and technical rules, relating to OSH, applicable to our organization, to translate the requirements into internal tasks and provisions and thus operate in compliance with the applicable health and safety regulations;
- pursue possible improvements in the directions outlined by national and international guidelines, published in technical standards, guidelines, codes of good practice and the like;
- promote awareness and training activities on the management of the health and safety of its employees, collaborators, suppliers and contractors, visitors;
- evaluate in advance the new environments, plants, processes, technologies, activities, products and services procured, to identify the dangers and assess the risks for OSH, so as to ensure their control, also for the purpose of improving performance;
- adopt the best techniques and procedures for the prevention and control of emergencies;
- ensure the involvement of management functions in the development of OSH policy, commitments and objectives;
- ensure that all personnel are made responsible for OSH commitments, are involved in pursuing them, are instructed and trained to adopt behaviors consistent with these commitments; ensure the involvement in the system, as applicable, of designers, manufacturers, suppliers, installers, as well as contractors and work providers;
- regularly consult workers and workers' representatives for safety;
- monitor and appropriately evaluate the performance (results) of the SSL management system to establish its adequacy and effectiveness and pursue its continuous improvement;
- periodically review the SSL policy to ensure that the commitments, objectives, resources and tools are meaningful and appropriate for our organizational reality;

- promote and maintain an open, constructive, transparent attitude towards the public, users, public authorities and other interested parties.

In order to achieve the environmental and health and safety objectives outlined above, the management system also specifies the methods of assessment and risk management criteria, evaluating the economic investments that the implementation and maintenance of the Management System may entail.

The company policy expressed here is better explained in a **Program** operational and improvement, defined by the Management, which takes into consideration, from year to year with the required priority, the individual objectives, setting the goals linked to the legislative, technological and regulatory developments that arise and to the identified risks.

The program indicates the development of the individual objectives, the resources assigned, the expected times and the responsibilities for their realization.

The Program is the operational level of management planning and contributes, together with this policy, to define the structural reference framework for the review of the results obtained in the various company processes and in the environmental and health and safety at work fields.

The implementation of the Program is achieved through the collaboration of all the company functions involved in the quality and environmental management system, in accordance with the provisions of the program itself.

A lean and complete monitoring system, which concerns customer satisfaction, environmental results, internal results in each process, strengths and weaknesses, budget control, internal audits and improvement actions, allows you to know the status of the management system and plan the management review adequately.

The Company Management checks that the actions arranged are correctly implemented and are adequate to ensure control of the processes, performances and services provided at all times in accordance with the commitments undertaken and the expectations identified.

Finally, the Management undertakes to disseminate this Policy to all internal and external resources, to Customers and Suppliers, and to periodically evaluate it during the Management Review to verify its adequacy and possibly revise it.

The Management undertakes to take an active role in the promotion and guidance of all activities affecting the risks that may arise for the health and safety of workers and for the environment.

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The Legal Representative

Umberto Nazzareno Tonti


