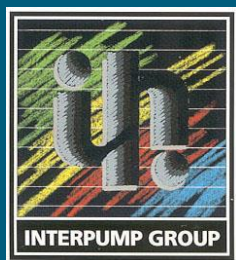


HEALTH, SAFETY AND ENVIRONMENT



Summary of the
Occupational Health,
Safety and Environment
Policy adopted by
Interpump Group S.p.A.

1. Objectives

Interpump Group considers essential the protection and promotion of the **health and safety of workers** and the protection of the **environment**, for the benefit of the community and future generations. Interpump Group is committed to disseminate a culture of safety and respect for the environment by promoting responsible and risk-aware behaviour by providing the organisational and economic resources necessary to prevent accidents, occupational diseases and to continuously improve health and safety conditions in the workplace, as well as to preserve the environment.

The purpose of this document is to provide an overview of the set of rules and measures on health, safety in the workplace and environmental protection adopted by Interpump Group.

This Policy also promotes a culture of "accountability", in which the role and responsibility of each individual contributes to the achievement of the objectives contained in this Policy, including through the successful execution of sustainable initiatives.

2. Scope of application

This Policy (the "Policy") has been approved by the Board of Directors of Interpump Group S.p.A. and **its adoption and implementation is mandatory for all Group companies** and is consequently binding for the conduct of all workers, and, to the extent applicable to workers belonging to external companies who, for any reason and regardless of the type of contractual relationship, operate within the workplace or carry out activities under the control of one of the companies of the Group (hereinafter "External Workers").

It is the duty of each company of the Interpump Group to bring the Policy to the knowledge of the External Employees, even if they have a discontinuous or temporary relationship with the Group, to require External Employees, in the performance of their activities, to comply with the principles and obligations set out in the Policy, to take the necessary internal initiatives in the event of failure to comply or partial compliance with the commitment to observe the provisions contained in the Policy and related to them or in the event of refusal to do so, to assess the appropriate actions, including termination of the relationship.

This Policy highlights the great work and the strong position taken by the Interpump Group to eliminate dangers and prevent the risk of accidents, injuries, professional illnesses and to minimise the environmental and landscape impact of the Group's activities in compliance with the regulations in force in the countries in which it operates.

3. Group Code of Ethics

The **Code of Ethics** represents a set of principles the observance of which is of fundamental importance for the smooth operation, the reliability of management and the image of the Interpump Group.

The principles contained in the Code of Ethics (available in Italian and in English on the website <https://www.interpumpgroup.it/en/governance/corporate-documents>) are disseminated and shared among all the employees and business partners of Group companies. These principles inspire the operations, behavior and relationships, both internal and external, of the aforementioned companies.

The Code of Ethics is valid both in Italy and abroad, even in consideration of the cultural, social and economic differences of the various countries in which the Interpump Group operates.

4. Three-year ESG Strategic Plan 2023 - 2025

Interpump Group's commitment to sustainable economic growth goes through the adoption of an integrated strategy capable of combining the success of its business with the principles of

sustainability and the generation of long-term value for stakeholders. The Board of Directors of Interpump Group S.p.A. has approved the **three-year ESG Strategic Plan 2023 - 2025** (hereinafter referred to as the "ESG Plan"), which defines the Group's strategic vision of sustainability and corporate social responsibility (<https://www.interpumpgroup.it/en/media/press-releases>).

5. Risk Areas and Rules of Conduct

Health and Safety on working places

Interpump Group is committed to pursuing the objectives of "**zero accidents**" in the workplace, through the continuous identification, assessment, prevention and protection from risks to health and safety, the timely removal of potential causes of accidents, and the implementation of personnel health surveillance plans in relation to specific tasks.

The Company also adopts a plan for the management of possible **emergencies** that guarantees the protection of the safety of those involved, whether they are actors in the adoption of emergency measures or passive subjects who must comply with the indications, instructions and rules for managing the emergency.

Within the framework of its own business activities and in the context of normal professional relations, each Group company has mapped out risk areas and identified appropriate safeguards to prevent risks that may impact on health and safety in the workplace:

- definition, within the organisation, of roles, responsibilities and levels of authority relevant to occupational health and safety;
- participation of workers at all levels in order to have the necessary information available at an early stage to prevent workplace hazards and accidents;
- risk assessment in order to understand and recognise hazards to workers in the workplace at an early stage and minimise health and safety risks;
- providing employees with adequate education and training on how to perform their duties safely;
- establishment of preventive measures such that hazards to workers are eliminated and health and safety risks are minimised as far as possible.
- implementation of safety measures to minimise risks to workers belonging to companies and/or third parties operating within the Group's plants.

Interpump Group promotes the **sharing of health and safety values and principles**, contained in the Policy, with all parties involved in the supply chain.

Therefore, it is the obligation of the parties who entertain relations of procurement and, in general, supply of goods and/or services (hereinafter "Suppliers"), with the companies of Interpump Group, to comply with the occupational health and safety regulations in force in the countries in which they operate.

Interpump Group is committed to adopting a **model for the evaluation of suppliers**, according to environmental and social criteria, in order to guarantee an adequate level of compliance with the sustainability principles established in the Code of Ethics and the ESG Plan. In particular, each company shall ensure alignment between the Interpump Group's standards and the standards adopted by its suppliers, taking into account policies and objectives for improvement in terms of ethical conduct, environmental protection, respect for human rights, personnel management and health and safety management in the workplace and IT.

Environment

Also in the environmental area, Interpump Group has defined and mapped risk areas and identified appropriate safeguards to avert risks that impact on environmental protection:

- Emissions

Emissions of so-called 'greenhouse' pollutant gases (e.g. CO₂, methane, nitrogen oxides NO_x, sulphur oxides SO_x, PM10) are considered, according to the United Nations Convention on Climate Change (UNFCCC), the main cause of global warming.

Each Group company ensures compliance with the authorisation requirements issued by the competent local authorities, for all types of atmospheric emissions.

Interpump Group has set itself the goal of reducing carbon dioxide emissions into the atmosphere **by 45%** by 2032 and to achieve carbon neutrality by 2050. In order to achieve this goal, Interpump Group is investing its resources in the installation of photovoltaic systems, in order to increase the share of electricity produced and self-consumed, and in the signing of a renewable electricity supply agreement through the Power Purchase Agreement formula and in increasing the purchase of certified green electricity.

- Water discharges, spills and environmental contamination

It is expressly forbidden for all Group companies to discharge water on soil, subsoil, groundwater and in general on lakes, rivers or seas without authorisation from the local authorities of the country in which the company operates.

Group companies are obliged to comply with the limits set for water discharges in accordance with the regulations in force in the countries where the company operates.

With the aim of increasing awareness of **water consumption**, the Group's companies are committed to implementing the best efficiency and monitoring strategies in the use of water resources and to ensuring proper management of discharges into the external environment. The Interpump Group promotes the importance of water resource protection and sustainable water management as a value in the corporate culture of Group companies. Employees should always consider the best use of water and, when possible, identify how to reduce water consumption in the workplace.

- Waste

All Group companies **classify waste and use qualified suppliers to dispose of it**, segregating, where necessary, the most hazardous waste in order to prevent any risk of accidental contamination of soil, water and the atmosphere.

Interpump Group pursues a strategy of reducing the quantity of waste, with the aim of improving the environmental performance of its products, as well as increasing competitiveness according to a sustainability logic that allows for the creation of new systems and components with a low environmental impact. This strategy passes **through the valorisation, with a view to a circular economy, of waste and production waste, where possible, into by-products** with the creation of a network for the exchange of production residues within the territory and with partner companies.

- Respect for the environment within the supply chain

Interpump Group promotes the **sharing of environmental protection values and principles, contained in the Policy, with all parties involved in the supply chain**. Therefore, Interpump Group undertakes, in contractual relations concerning the procurement and, in general, the supply of goods and/or services, to oblige counterparties to comply with the environmental legislation in force in the countries in which they operate.

6. Additional guarantees and safeguards of Interpump Group

Any violation, whether suspected or known, of this Policy or of specific regulations in force in the countries in which Interpump Group operates must be promptly **communicated** through the appropriate channels, reported in the Group Whistleblowing procedure. Where appropriate, the Group will impose any sanctions and disciplinary measures on employees and collaborators of Group companies, in accordance with the relevant collective bargaining agreements or applicable national regulations.

Lastly, in order to **raise awareness and train** employees and collaborators of the Interpump Group on the subject, the Interpump Group organises and encourages training courses on the contents

of the Policy on health, safety in the workplace and environmental protection through periodic training sessions to be delivered to all Group employees and collaborators.