



Health and Safety Policy

Daikin Applied Europe considers the Safety and Protection of its, as fundamental values to be integrated into all its activities. This Policy defines the principles and goals of the ISO 45001 Management System, thus providing a framework for setting Health and Safety objectives.

The principles on which the System philosophy is founded are the following:

- All possible precautions must be taken in order to act safely at all times and to be projected towards the motto 'Safety first' in order to achieve the goal 'zero accidents';
- The values inherent to Health and Safety shall not be compromised: no activity is so important or so urgent that it cannot be carried out safely;
- It is the right and responsibility of every worker to intervene if there is any reason why safety may be compromised. Daikin encourages all workers to report dangerous situations so that preventive measures shall be taken and corrective actions can be taken.

The main goals include, but are not limited to:

- Comply with laws, rules, regulations, national and international standards of reference, and any additional prescriptions subscribed to;
- Respect and make all those who work on behalf of the organisation observe the prescriptions of the Organisation and Management Model adopted by the Company pursuant to Italian Legislative Decree 231/01, as well as the other rules of the Daikin group on Health and Safety, including this Policy, in order to guarantee the Health and Safety of workers and prevent the possible commission of offences that could give rise to administrative liability for the Company pursuant to Italian Legislative Decree 231/01;
- Provide for an appropriate disciplinary system to punish non-compliance with the measures indicated in the Organisational Model in order to prevent offences pursuant to Article 25 septies of Legislative Decree 231/01;
- Identify and assess the risks for the health and safety of workers during the performance of their activities, whether main or ancillary to those characteristics;
- Define prevention and improvement actions aimed at ensuring that products, processes, equipment, methods and workplaces are designed, manufactured, used, maintained and decommissioned, using the best available technologies, eliminating dangers and minimising risks to the Health and Safety of workers, third parties and the community (more generally, all stakeholders);
- Ensure the involvement of management, workers, their representatives, and of those working on behalf of the organisation, towards a culture of responsibility, participation and promotion for health and safety, through their consultation and participation;
- Guarantee workers adequate education, information, training and the necessary tools to perform their assigned tasks in safe conditions;
- Commit to the prevention of work-related injuries and illnesses, providing safe and healthy working conditions at all times;
- Involve suppliers and contractors so that they share Daikin's proactive approach to Health and Safety issues and actively participate in risk prevention;
- Provide for appropriate information flows from employees to the Company's Supervisory Body regarding accidents, near misses and any critical issues that may lead to possible non-compliance with the law;

This Policy will be constantly monitored, updated, so that it remains relevant and appropriate to its purpose, size and context of the organisation. It will also be made available and communicated to all stakeholders as appropriate. Daikin Applied Europe considers it essential to ensure the continuous improvement of its performance in the field of occupational health and safety, setting itself increasingly challenging goals. In particular, the company takes responsibility for promoting and disseminating this commitment through annual plans which, by identifying the most significant aspects, set up actions and resources in order to achieve the established level of improvement.

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