



## POLICY FOR HEALTH, SAFETY AND ENVIRONMENT

Philip Morris Manufacturing & Technology Bologna S.p.A. believes that Health, Safety and Environment are absolute and fundamental values for its own business success.

PMMTB's Commitment is to provide safe and healthy working conditions to prevent work related injuries and occupational illnesses, and to promote and preserve the environment, reducing as much as possible the environmental impact.

For this purpose, PMMTB formulates EHS objectives and targets widespread in the Organization, harmonized with Philip Morris International (PMI) global objectives and related programs that are periodically revised.

Performing each activity and process, PMMTB is fully committed to:

- Respect all applicable laws and regulations, P&P PMI 8-C, PMI Health and Safety Policy and Environmental Commitment, PMI EHS Requirements, Alliance for Water Stewardship MTB Commitment.
- Promote a transparent and collaborative relationship with public authorities, public institutions, private stakeholders and local community.
- Provide appropriate and adequate information, training and supervision to all PMMTB employees and contractors related to health, safety and environmental topics, based on current legislation and business needs also identified in specific Training Programs.
- Integrate the Sustainability Commitment (<https://www.pmi.com/sustainability>) within every aspect of its own work and activity.
- Identify hazards and assess, eliminate or minimize as much as possible all the risks that can cause injuries, occupational illnesses, fires and environmental accidents.
- Prevent environmental pollution, by protecting environment and ensuring energy saving.
- Define roles and responsibilities, internal and external communication methods and identify accidents root causes, with appropriate investigation methods depending on the severity of the event.
- Ensure continuous improvement of EHS Management System to enhance Health, Safety, Environment and Energy performance. following effective preventive approach based on the PDCA cycle.

In this perspective, the Management established an Integrated Environment Health and Safety Management System according to ISO 14001:2015 and ISO 45001:2018 based on these principles:

- Ensure all employees' involvement in the identification of all risks and, through appropriate assessment, in their elimination and/or reduction, contributing to the implementation of the actions needed for the improvement of the Environment, Health and Safety Protection Standards.
- Maintain the "Mission Zero Because We Care" program and the "EHS Open + Pillar", promoting initiatives to spread EHS prevention culture, also through specific awareness campaign.
- Run the production with respect to the environment in the perspective of climate change mitigation, containing air emissions, minimizing as much as possible the production of waste encouraging wherever possible recycle/reuse activities, decreasing the consumption of natural resources and energy, promoting the renewable energies instead of fossil fuel ones, protecting biodiversity and ecosystems wherever possible.
- Identify and analyze, through proactive and systematic methodologies, all risks and opportunities from internal and external factors in order to assess the impacts on the environment, health and safety
- Monitor and evaluate EHS improvements, by setting and analyzing appropriate KPIs (Key Performance Indicators); in particular, the main indicators are related to accident indices, resource consumption, waste production and people engagement.

The Management is fully committed to promote this Policy, maintain and check the EHS Integrated Management System, through a leadership approach following the above-mentioned principles and providing all the organizational, operational and technological resources, involving and consulting employees also through their representatives.

The management undertakes to propose objectives consistent with its path of continuous improvement by declining the actions to each department and by verifying annually the progress in the management review.

This Integrated Policy and the related Integrated Management System must be understood, implemented, kept active, reviewed, spread at all organization levels and disclosed to all the stakeholders.

Crespellano, 03/10/2022

  
Director Manufacturing  
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