



Philsa Manufacturing Environment, Health and Safety (EHS) Policy

In conformance with our P&P 8-C and PMI Health and Safety Policy and PMI Environmental Commitment. We commit to provide safe and healthy working conditions for the prevention of work related injury and ill health; to promote and preserve the environment.

We are fully committed:

- To consult our employees and, where they exist, employees' representatives.
- To involve each employee through our Mission 0, because we care.
- To provide safe and healthy working conditions for the prevention of work related injury and ill health; while eliminating hazards and reducing risks.
- To the protection of the environment, including prevention of pollution.
- To reduce the production of waste and encouraging wherever possible it's elimination, reuse, recycling; and to ensure its safe and effective disposal.
- To replace the fossil fuel energies' by renewable energies.
- To implement responsible water stewardship with total transparency, which involves stakeholders and promotes water use in a sustainable way – through good water governance, sustainable water balance, good water quality and preservation of important water-related areas.
- To meet all applicable laws and PMI EHS requirements. Where laws and PMI EHS requirements are mutually incompatible then the legal requirement will take priority.
- To be fully transparent in our EHS performance reporting.
- To implement a Plan-Do-Check-Act systematic approach to ensure continual improvement of EHS management system to enhance EHS performance.
- To ensure that our manufacturing center is certified against ISO 14001:2015 and OHSAS 18001:2007 or ISO 45001:2018.

This EHS Policy is executed through the implementation of PMI EHS requirements. Those requirements are appropriate to the purpose, size and context of the PMI Manufacturing Centers and to the specific nature of their OH&S risks and OH&S opportunities as well as the nature, scale and environmental impacts of their activities, products and services; the EHS requirements detail specific minimum performance standards in all aspects of environment, health and safety and will be reviewed periodically and amended as required.

- The PMI EHS requirements is a PMI auditable standard and all PMI Manufacturing Centers in scope are audited periodically according to a published schedule;
- Any non-conformances will be brought to the appropriate level of management for prompt attention and resolution.

Top management formulate EHS objectives and targets through the OGSM and local Manufacturing centers' management through the SDDS processes, EHS performance and EHS Manufacturing commitments' adequacy are reviewed during management reviews.

This policy is communicated to all employees and any other person who may be affected by it.

Approved by:

Director Manufacturing, TR
Antonio De Marco