

Health and Safety Policy

"DE WAVE intends to operate as a reference company in the ship fitting out sector - in all phases from design to installation on board ship - protecting the safety and health of its workers and third parties involved in our business".

Therefore, to pursue this objective, the Company intends to:

- Operate in full compliance with the mandatory regulations on health and safety in the workplace and any other voluntary commitments undertaken in this area;
- Deploy every possible effort to ensure safe and healthy working environments and prevent any accident, injury or occupational disease;
- Commit to the elimination of hazards and the progressive reduction of health and safety risks;
- Ensure the involvement and participation of staff in the processes of management and control of health and safety risks, including through the relevant appointed representatives;
- Foster a concrete approach aiming at assessing risks and opportunities for improvement, at all levels;
- Establish indicators for monitoring processes;
- Achieve continuous improvement in the effectiveness of its management system and its performance in terms of health and safety in the workplace, through the definition of clear, measurable and monitored objectives over time.

In detail, the actions implemented by the company to implement these commitments made will include:

- The implementation of an effective and periodic risk assessment and reassessment process, leading to the definition of prevention and protection measures suitable to achieve the desired health and safety performance;
- The provision of adequate information, training and education to all personnel, including the verification of the effectiveness of the interventions provided and the ongoing validation of the training programs implemented;
- The structured involvement of personnel at all levels, in terms of consultation and participation;
- The promotion of a precautionary attitude from workers at all levels, leading to the discontinuation of our business in case of doubt about the possibility of damage to the workers themselves or to third parties;
- The concrete commitment to combat the use, consumption, sale and distribution of alcohol and psychotropic substances in the workplace, implementing appropriate health protocols to ensure compliance with the provisions according to regulations;
- The commitment to the correct use of chemical products in the workplace, including the availability and sharing of product information, the definition of procedures for safe use as well as actions to be taken in case of emergency, the provision of appropriate PPE and health checks for exposed workers.

DE WAVE GROUP

The CEO

Genoa, 27 January 2023

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con Socio Unico

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