



POLICY HEALTH AND SAFETY EXECUTIVE SUMMARY

JANUARY 2019

Policy on Health and Safety – Executive Summary

In order to focus and increase the efficiency of the Company's actions on work related Safety and Health issues, in the context of full integration of the company's general strategies, TIM Group has adopted a management model inspired by the following principles:

- Evaluation of the Safety and Health risks of employees in order to progressively cancel them or reduce them to the minimum possible level, done through adoption of the principles, standards and solutions which are considered as international good practices in business, considering the existing norms as a basic requirement.
- Responsibility of the entire company organization, each according to own role and competence, of the work related Safety and Health management as well as of the deployment of measures for risk control.
- Commitment to raising the awareness relative to the policies and targets of Safety and Health, as well as to training on risks and on adopted control measures, which are the crucial tools for reaching expected goals.
- Regularly informing employees, the trade unions, the authorities and all other interested parties on activities and targets in Safety and Health, in order to guarantee a transparent dialogue, aiming also at promoting a Safety and Health culture within and outside the company.
- Developing knowledge, promoting surveys and technical and scientific studies, and collaborating with associations of enterprises, authorities and other competent entities for the preparation of technical norms and guidelines on Safety and Health issues.