



**KEY ASPECTS**  
**ON OCCUPATIONAL HEALTH AND SAFETY**  
**OF THE TIM GROUP**

**MAY 2023**

The TIM Group has always been committed to ensuring a healthy and safe working environment, considering the health and safety of its employees as a priority in the performance of its activities. The Group ensures full alignment with and compliance with regulatory provisions on occupational diseases, health and safety in the workplace and application of the relevant national collective labor agreements, also considering international standards (e.g., ILO) for the definition of its OSH policies, with the aim of preventing possible accidents and health damage related to the performance of work.

The Group's commitment on these issues is substantiated in its Health and Safety Policy, applied in all TIM's activities, which is inspired by the following key aspects:

- a relational model based on participatory logic, which provides for a capillary coverage of the Workers' Representatives distributed throughout the country, and which guarantees a transparent dialogue with workers, trade union organizations, Authorities and other stakeholders on health and safety activities, performance and objectives;
- the continuous improvement of the management system, with the aim of increasing health and safety performance at the workplace;
- setting and monitoring priorities for health and safety issues, and related action plans;
- the definition of annual and long-term quantitative targets to improve OSH performance.

At the governance level, the Board of Directors, through the Internal Control and Risk Committee, provides oversight over the implementation of the Group's health and safety policies. The Chief Executive Officer and the Chief Network, Operations & Wholesale Office, as Employers, are the figures responsible for health and safety within TIM;

In addition, in order to guide and make the company's action on Occupational Health and Safety issues more incisive, there is a Safety Steering Committee, chaired by the Chief Executive Officer, with the aim of:

- Increasing the Commitment
- Improving Governance
- Fostering Integration between Different Management and Execution

Within this framework, therefore, the body is responsible for:

- Define Strategic H&S Policy and Targets;
- Ensure Monitoring and Control;
- Define Transversal and Vertical Action Plans;
- Promote Safety Culture.

In addition, in order to further strengthen the internal control system, on the subject of health and safety in the workplace, a management system certified according to ISO 45001 by third parties external to the Organization has been implemented, which includes:

- a process for identifying and assessing risks in the area of occupational health and safety. Through specific internal procedures, constant monitoring of business processes and their evolution is guaranteed in close connection with line structures. To carry out this activity, specialized internal resources operate, capable of carrying out instrumental analyses and surveys in the field of OSH (high and low frequency electromagnetic fields, noise, vibrations, natural radioactivity, lighting engineering, microclimate, manual handling of loads, etc.);
- The establishment of corporate health and safety priorities and the definition of plans including related actions and quantitative targets to address identified risks;
- emergency preparedness and response actions (e.g., in case of health emergencies, such as the Covid-19 pandemic);
- the monitoring of progress against defined targets in order to reduce/prevent issues and risks to people's health and safety;
- the conduct of internal inspections;
- the establishment of procedures to investigate injuries, illnesses and possible work-related accidents;
- the provision of health and safety training activities to Group people and any other interested parties to raise awareness and spread awareness of good health and safety practices to reduce workplace accidents;
- the provision of OSH evaluation criteria within the qualification processes of suppliers and partners, and contractual clauses aimed at protecting health and safety aspects during the conduct of business relations with the same suppliers and partners.