



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Insight

TIM Group

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1. Occupational health & safety policy

TIM Group has developed an **Occupational health & safety policy (OHS Policy)** which is the strategic reference for all TIM Group activities. It applies to all our people, employees and anyone operating under our responsibility. We operate in full compliance with current regulations on health, safety and occupational diseases, as well as applicable national collective bargaining agreements, also drawing inspiration from international standards such as those of the International Labor Organization (ILO), with the aim of preventing possible accidents and health damage related to the performance of work. This policy substantiates the commitment taken by the Group in Health and Safety; in particular:

- we adopt a participatory relational model, supported by an extensive network of Workers' Representatives present throughout the country. This approach ensures a transparent and continuous dialogue and consultation with workers, trade unions, authorities and other stakeholders on health and safety activities, performance and objectives;
- we are committed to the continuous improvement of the management system, with the aim of constantly strengthening health and safety in the workplace;
- the establishment of quantitative targets, both annual and long-term, aimed at improving health and safety results;
- the setting of priorities and monitoring them in health and safety and related targeted action plans;
- we reaffirm our commitment to place health and safety as a top priority, fully integrating them into our corporate culture and organizational strategies;
- we are committed to preventing all forms of work-related injuries or damage to health, in full compliance with current regulations and the highest international standards;



- we recognize that the active involvement of all company components, ongoing training, transparent information, enhancement of skills and shared responsibility are key elements in ensuring healthy and safe work environments, promoting responsible behavior and sustaining continuous improvement in our performance.

The Policy inspires and guides our ISO 45001 certified management system, built on principles of prevention, risk assessment and management, transparent governance, targeted action plans, responsible supplier selection criteria, and concrete initiatives to safeguard the well-being of our people. The document also emphasizes our commitment to fostering dialogue with stakeholders, promoting a shared safety culture both within and beyond the organization, through open communication and the ongoing sharing of objectives, activities, and results.

2. Our occupational Health and Safety Management System

As the TIM Group, we are committed to ensuring a healthy and safe work environment, considering the health and safety of our people a top priority in all our activities. The governance of our health and safety management system is entrusted to the Board of Directors, through the Control and Risk Committee, which oversees the implementation of policies. To further strengthen our commitment, we have established a Safety Steering Committee, chaired by the Chief Executive Officer, tasked with guiding strategic decisions on health and safety, ensuring a high level of commitment and effective governance.

The Committee fosters integration among the various corporate functions, coordinates execution, and defines policies, strategic targets, and both cross-functional and vertical action plans. It is also responsible for ensuring performance monitoring and for promoting a strong safety culture within the Group. As further proof of our commitment, we have adopted an ISO 45001 certified management system, audited by independent third parties, covering all processes related to real estate under the responsibility of the Real Estate function, which includes management system, audited by independent third parties. This



system covers all processes related to real estate under the responsibility of the Real Estate function and includes:

- the identification and assessment of health and safety risks and hazards that could cause harm in the workplace through constantly updated internal procedures and the support of in-house specialists in instrumental analysis and monitoring (e.g., electromagnetic fields, noise, vibrations, microclimate, manual handling of loads, etc.);
- the definition of corporate priorities in health and safety, including action plans with quantified targets to address identified risks, as well as emergency preparedness and response measures, such as in the case of pandemic crises;
- the evaluation of progress made against defined objectives, to reduce or prevent health and safety issues and risks for people;
- the execution of regular internal inspections;
- the adoption of procedures for the investigation of injuries, occupational illnesses, and any incidents or diseases;
- the planning and delivery of training activities aimed at both Group personnel and other stakeholders, to raise awareness and promote best practices in health and safety, thereby helping to reduce workplace accidents;
- the establishment of procedures to investigate work-related accidents, illnesses, and any incidents;
- the integration of health and safety evaluation criteria into supplier and partner qualification processes, including specific contractual clauses aimed at protecting health and safety aspects in the conduct of business relations with such suppliers and partners.