



Integrated Group Policy Health, Safety and Environment (HSE)

Approved by CEO and General Manager on 3rd october 2023

Leonardo - in line with the Group's values, its adherence to International Standards and the Sustainability Operating Model - promotes and manages the health and safety of its workers and environmental protection in an integrated manner, according to principles of prevention, protection and continuous improvement, and is committed to ensuring sustainable development and the effective reduction of energy consumption and the environmental impact of production processes.

This Policy applies with immediate effect to Leonardo and its direct and indirect Subsidiaries, consistently with the specifics of its businesses and with the principles and commitments expressed from this document.

The main principles underpinning Leonardo's work are:

- compliance with health, safety and environmental laws, rules and regulations and maintaining high industry standards;
- constant mitigation of risks and continuous improvement in performance through the promotion of responsible behaviour;
- promoting the development of processes and integrated management systems in health, safety and environment;
- development of sustainable strategies and practices;
- attention to the expectations of stakeholders, including workers and workers' representatives, constantly involving and consulting them.

Leonardo also has the following objectives:

- **Compliance obligations**
 - ensure compliance with health, safety and environmental laws, rules and regulations in the conduct of its processes¹;
 - guarantee fulfilment of commitments to stakeholders by raising awareness and promoting the implementation and improvement of company Management Systems (voluntary international standards UNI ISO 45001:2018 and UNI EN ISO 14001:2015²);
 - establish adequate measures to ensure that the Group's supply chain (including suppliers, contractors and service providers) operates in line with adopted health, safety and environmental standards, following practices and procedures consistent with this Policy;

¹ This includes operations, facility management, distribution and logistics processes. In line with this objective, Leonardo promotes and is committed to compliance with the laws, rules and regulations on HSE matters, also with reference to due diligence activities connected to merger and acquisition operations that involve aspects related to these issues.

² These standards imply the proper conduct of internal audits and audits by third parties related to the maintenance of company management systems.

- define appropriate organisations, invest in resources and establish clear responsibilities to achieve health, safety and environmental protection objectives.
- **Health, Safety and Environmental Risk Assessment and Mitigation**
 - adopt safe and healthy working conditions for the prevention of work-related injuries and illnesses, including through the application of internal rules and procedures³;
 - adopt dedicated prevention and training programmes;
 - promote awareness of the related risks and the adoption of responsible behaviour by all employees and/or contractors;
 - ensure the constant assessment of risks as well as the identification and elimination of dangers to the environment, health and safety of workers in every company context;
 - take risk mitigation and emergency response actions;
 - identify and implement continuous improvement actions in order to minimise the risks related to the performance of work activities, prevent accidents, occupational diseases, incidents and 'near misses' and verify the causes when they occur;
 - ensure the health and safety of all workers abroad, protecting their safety in the event of business travel, relocation and secondments.
- **Processes, Products, Services and HSE Performance**
 - define and pursue objectives for continuous improvement of environmental, health and safety performance and reduction of environmental impacts;
 - promote the harmonisation and coordination of the management processes and systems applied to facilitate the pursuit of the Group's (measurable) improvement targets;
 - integrate environmental aspects with the sustainability targets, profitability and long-term competitiveness;
 - evaluate HSE performance through a system of indicators - relating to injuries, accidents, environmental impacts and energy consumption - monitored and reviewed periodically and shared with all stakeholders, taking into account sustainability targets and defining priorities and action plans for their pursuit;
 - innovate the production model by adopting precautionary principles in the design of new methodologies and the implementation of programmes, products, services and processes in line with key HSE performance targets.
- **Protection of resources and ecosystems**

³ In addition to the information published annually in the Integrated Report, the following regulatory documents on the subject are to be referred to: Regulations regarding HSE, Travel, Health and Safety Policy, Travel Management Procedure, Reach Management Operating Instructions, etc.

- direct strategic business and process choices:
 - with a view to the careful management and sustainable use of natural raw materials, water resources and energy sources⁴;
 - protecting the soil, subsoil and biodiversity of ecosystems, particularly for activities carried out in sensitive or protected natural areas, including through technological innovation;
 - promoting eco-design and life cycle assessment approaches, starting from the design phase of products and services;
 - fostering value creation processes, moving towards new circular economy models⁵.
- **Communication and involvement of stakeholders**
 - involve workers, suppliers and customers in the constant observance of health and safety and environmental principles, objectives and criteria in order to improve standards;
 - ensure communication with and provision of information for stakeholders and the training and instruction of workers to ensure the transfer of skills and the proper functioning of processes;
 - work with third-party organisations (e.g. universities, research centres, business partners, institutions, networks) including through partnerships, initiatives and projects aimed at promoting HSE issues.

Leonardo, in order to implement this Group Policy - in line with its own Governance Model and with the system of delegated authority and powers of attorney in place - has equipped itself with corporate structures dedicated to the management and supervision of the relevant issues, identifying those responsible⁶ for safeguarding the health and safety of workers and protecting the environment, in accordance with the national and international regulations in force and the best practices of the countries in which the Leonardo Group operates.

⁴ In order to minimise and control: climate-altering gases and other emissions into the atmosphere; the generation of hazardous and non-hazardous waste by promoting their recycling; the use of hazardous substances, and the exploitation of forest resources also through the adoption of offsetting measures.

⁵ In order to extend the useful life of products, reduce their energy requirements during use phase and facilitate the upcycling of materials once their initial life cycle is over.

⁶ For example, identification of Employers and persons responsible for obligations arising from environmental regulations by the Boards of Directors of Companies in accordance with Legislative Decree 81/08.