

## **Safety Policy**

### **Introduction**

At Thermocast, we want to foster a culture of safety by promoting responsible behavior and risk awareness for our employees, customers, suppliers and anyone else who interacts with our company. Additionally, we aim to ensure compliance with all applicable health and safety laws and best practices.

### **Scope**

Thermocast Safety Policy encompasses all of our operations and extends across our value chain. In line with the values and principles articulated in the Thermocast Group Code of Ethics and Thermocast Supplier Code of Conduct, the Safety Policy applies to all the people who enters and works in our premises.

### **Roles and responsibilities**

The Board of Directors of Thermocast is responsible for approving, adopting and overseeing compliance with this Policy. All Thermocast people are responsible, within their sphere of competence, for improving our safety performance.

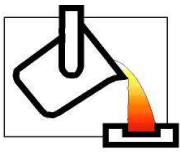
### **Transparency and reporting**

The Safety Policy is publicly available on our website and is communicated to all internal and external stakeholders to share our principles and promote a culture of safety. The 2030 Objectives, the four-year ESG performance trend and further information are available in our Safety Insight.

### **Grievance mechanisms**

All Group representatives, employees, consultants and business partners can report through our reporting channels situations of which they are aware and in which there is evidence of potential negative impacts on our collaborations.

### **Policy Update**



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The policy is updated based on changes in the context, the degree of achievement of safety objectives and to remain aligned with international best practices.

Approved by Thermocast Board of Directors.

Aprile 2025