

HEALTH, SAFETY & ENVIRONMENTAL POLICY

**NOTHING IS MORE IMPORTANT THAN THE HEALTH AND SAFETY OF EVERYONE
WHO WORKS FOR US AND USES OUR PRODUCTS AND SOLUTIONS**

At Tenova, our Health, Safety and Environment (HSE) values are built-in, into the business cycle, deep in our DNA.

HSE is a top priority at all levels in everything we do, and everywhere we do it. From the design phase to the commissioning and handover to the Client, our commitment to HSE excellence is an integral part of our business in order to deliver and sustain excellent results.

We comply with, and wherever possible exceed, regulatory requirements and promote industry best practice.

Tenova is committed to developing a long term sustainable business, minimizing the risks to the safety and wellbeing of our people and the environmental aspects of our products, activities and operations.

We invest in information and prevention, maximising HSE contributions by promoting a culturally diverse, open and transparent work environment that empowers people and promotes free flow of information. We report and investigate accidents, incidents and near misses, to prevent their recurrence and minimise occupational health risks and environment hazards.

Tenova measures and reviews our HSE management and performance by means of regular audits and inspections, reporting progress to stakeholders, thereby ensuring continuous improvement and relevance.

We assign clear responsibilities to management and hold our people accountable.

Tenova provides training and prepares our people to identify, evaluate, mitigate, and control HSE risks in every process.

We communicate and apply the contents of the HSE policy to our people and stakeholders, including employees, apprentices, contractors, subcontractors, suppliers and consultants, who are requested to support these commitments to the success of this policy.

NO TASK IS SO URGENT TO COMPROMISE HEALTH, SAFETY AND ENVIRONMENT

April 2020

Roberto Pancaldi
Chief Executive Officer

