

OCCUPATIONAL HEALTH AND SAFETY POLICY

BioDue S.p.A. is a solid industrial and commercial company, orientated towards the research, development, production and marketing of cosmetic products, medical devices and food supplements, both liquid and solid. A company of primary importance both nationally and internationally, that is able to efficiently and effectively manage any type of request from its customers. Competence, speed of execution and competitiveness are the key to the company's success.

The strength of BioDue S.p.A., which distinguishes it in the sector, is the ability to vertically manage a large proportion of the production chain: from raw materials, to the research and development of formulas, up to the production and relative marketing of products throughout the world. In addition, a long experience and deep know-how, combined with the innovative vision that has always distinguished the company, has led BioDue S.p.A. to become one of the most important players in the dermocosmetics, medical devices and food supplements sector.

BioDue S.p.A. is the strategic partner and reference point of many national and international brands for the development of their products and their evolution. This is also thanks to its attitude, which has always led it to cultivate, internally, a culture orientated towards research and development, with particular attention to achieving and maintaining the highest quality standards and with extensive knowledge of the sector. All this translates into a natural propensity for progress and innovation: Experience & Evolution.

With a view to a general growth in the **awareness of health and safety in the workplace**, the management of BioDue S.p.A. has considered it appropriate to have a management system that complies with the **ISO 45001** Standards, which offers the opportunity to both publicly demonstrate its commitment to control (and, where possible, reduction) of the risks to occupational health and safety associated with their activities, products and services, and to have a tool to effectively manage the risks to the health and safety of workers. BioDue S.p.A. expresses its commitment to share and implement the aforementioned values on a daily basis.

With this policy, the management defines and makes known to all the internal and external operators who work on its behalf the principles it intends to follow and the commitments made in the management of its aspects of occupational health and safety, i.e.:

- demonstrate a commitment to providing safe and healthy working conditions for workers in order to prevent occupational injuries and diseases;
- the periodic review of the objectives and goals of occupational health and safety, as well as the adequacy of this policy;
- full compliance with all the legislative and regulatory requirements applicable to its occupational health and safety aspects;
- demonstrate the commitment to control, and where possible, eliminate the dangers and reduce the risks to occupational health and safety associated with their activities, products and services;
- the periodic evaluation and continuous improvement of the effectiveness of the system, or the performance of the processes and products, from the point of view of health and safety in the workplace;
- the promotion of information, training and education initiatives for the personnel and those who work on behalf of BioDue S.p.A., in order to promote correct behaviour for occupational health and safety, and in accordance with the guidelines of this policy and the management system for occupational health and safety implemented;
- the commitment to the consultation and participation of workers or their representative in the main management, risk assessment and control activities;
- the maintenance of an open and transparent dialogue with external stakeholders, including authorities and control bodies.

All the company's personnel and the operators who work on its behalf are called upon to implement the defined operating procedures aimed at improving the effectiveness of the management system for occupational health and safety, but also the management of the working environments and the protection of the health and safety of workers.



BioDue S.p.A.

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This policy, integrated with the objectives defined over time and appropriate for the purposes of the organisation, is brought to the attention of the employees of BioDue S.p.A. and all the operators who work on its behalf so that it is known and supported. It is also made available to the public, guaranteeing its consultation to interested parties who request it.

Barberino Tavarnelle (FI), on **24/05/2023**, **THE MANAGEMENT**