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Nuovo Trasporto Viaggiatori

Gianbattista La Rocca
Chief Executive Officer

INTEGRATED POLICY ON RAILWAY AND OCCUPATIONAL SAFETY AND ENVIRONMENTAL PROTECTION

Italo - Nuovo Trasporto Viaggiatori S.p.A. (hereinafter **"Italo S.p.A." or "the Company")** considers railway safety, workers health, occupational safety and environmental protection as essential components for **development of the Company's activities.**

This Policy defines the values the Company, its employees, collaborators and all those working for Italo - either on a continuous or occasional basis - (hereinafter referred to as "recipients") have to comply with.

Italo S.p.A. offers its travellers a high-quality service, in line with its main commitments to:

- guarantee the safety of all its employees and of any other person present within its work sites and on its means used to carry out its transport activities;
- tracking down any kind of risks associated with the **Company's activities** and circumstances and implementing all essential preventive measures required to reduce the prior mentioned risks and evaluate the associated opportunities;
- strive to continuously improve Company performances by defining specific targets related to the management systems currently implemented and by providing the resources required to achieve these targets through a regular verification of all results achieved and through appropriate adjustments, when necessary;
- guarantee compliance with binding regulations and any voluntary provision, as well as with all internal regulations and procedures;
- guarantee that all its workers within their field of competence are informed and duly trained to work with the full knowledge of the potential risks linked to their activity, both in ordinary and emergency conditions, making sure these risks are kept under control via suitable risk plans and through a close collaboration with the relevant authorities;
- guarantee the participation and involvement of its workers, at all levels, and their representatives within their field of duties and tasks by stimulating them to share their experiences and knowledge and by valuing individual professionalism and experience;
- define and check through specific evaluation criteria the performance of the suppliers of equipment, products and services based also on their involvement for the achievement of the Company targets;
- inform all those present in the work sites (employees, suppliers, visitors) about the organisation in charge of managing safety and emergencies as well as about the risks present on the site and the relevant risk prevention and risk protection regulations;
- protect the environment by preventing pollution and using sustainable resources as well as mitigating and adapting to climate changes;
- promote and guarantee a collaborative and transparent relationship with the authorities, institutions and private entities by ensuring the utmost contribution in terms of communication, transparency and sensitivity to achieve and reinforce trust towards the **Company's activities and services.**

ITALO S.p.A.'s strategy for its commercial management and development strives to ensure a steady improvement in service levels whilst regularly implementing all actions required to protect the environment and guarantee railway and occupational health and safety.

Moreover, ITALO S.p.A. focuses on improving its safety performances linked to the characteristics of its activities, experience, technical skills and social-economical field through choices made according to globally renowned principles of sustainability.

In order to guarantee safety improvement in rail activities, the Company shall:

- carry out safety information and education activities to reduce the risk of dangerous activities in rail areas for all users regardless of their age, nationality, gender and role;
- guarantee an effective monitoring of the maintenance activities according to what was established by the Common Safety Methods in order to guarantee compliance with specific standards and goals;
- take into account all aspects linked to human factors within its railway safety management system and its service procedures;
- **promote the development of a positive "Safety Culture" in its activities and in those of its suppliers;**
- guarantee that the findings of the incidents and accidents investigations are used to review the risk assessment, to learn with the aim of improving safety and to adopt corrective or improvement measures.

In order to ensure the improvement of occupational health and safety, the Company shall:

- pursue a continuous and substantial reduction of the number of work accidents in order to reach the long-term goal of "zero accidents";
- pursue a continuous and substantial reduction of the number of accidents on its worksites;
- improve safety culture through regular and specific training in order to increase danger and risk awareness and the knowledge of all preventive techniques and management of emergencies;
- guarantee the efficacy and efficiency of the health and safety system through regular audits on the worksites and make sure that any pending corrective action foreseen after an audit is timely implemented;
- promote employees' **physical, psychological and social** well-being through a corporate wellbeing system focused on health prevention and promotion programs associated with organisational development.

Pollution prevention and environmental safety are goals that must be achieved and regularly improved, thus the Company shall:

- **monitor power consumption of Italo's AGV575 and ETR675 fleet through energy meters installed on** board and evaluate the measurements in order to minimise consumption;
- examine the impacts and risks of climate changes in order to minimize the exposure and vulnerabilities **of Italo's activities**, enhancing the capacity to restore functions quickly and effectively facing the interruptions and the ability to adapt to an extreme climate event;
- reduce the risk of environmental damage by implementing a monitoring system **of all Italo's activity in** every worksite;
- reduce the environmental impact caused by Italo's **employees (e.g. for waste management, power, water and paper consumption) also by promoting the development of a "Sustainability Culture"**;
- implement and improve separate waste collection on al Italo trains and worksites.

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In order to implement the aforementioned commitments, the Company uses the following Management Systems:

- Safety Management System for Rail Transportation, in compliance with Legislative Decree 50/2019;
- Integrated Occupational Health and Safety, and Environmental Protection Management System, in compliance with regulation UNI ISO 45001 and UNI ISO 14001.

Italo shall guarantee the knowledge, understanding, dissemination and sharing of its Policy at all Company levels to all its suppliers, customers and people working within the Company as it believes this represents a growth factor in terms of corporate culture and a competitive advantage for the satisfaction of its customers and stakeholders.

This Policy is regularly reviewed in the light of possible social, legal and technical changes in order to guarantee it is always compliant with the **Company's organisation and** with the nature and level of railway safety, occupational health and safety and environmental protection risks.

This Policy is sent to all Italo employees, suppliers, visitors and customers as well as available to the public and to whoever may ask to view it.

Rome, 30 October 2020

Gianbattista La Rocca