



# Policy

## Health, Safety, Environment and Security (HSES)

Policy approved on July 12, 2022 by the Board of Directors of Saipem SpA,  
following a favorable opinion from the Audit and Risk Committee.

<b>POLICY</b> <b>HEALTH, SAFETY, ENVIRONMENT AND SECURITY</b>	Doc. No. POLGR-GROUP-002-E	
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# Health, Safety, Environment and Security (HSES)

## OUR COMMITMENT TO A SAFE AND ENVIRONMENT-FRIENDLY BUSINESS

At Saipem, we must all embrace the same passion for health, safety and the environment, for ourselves and for our Stakeholders by continuously cultivating and promoting a culture of responsibility through a proactive commitment at all Company levels, while at the same time protecting integrity and reputation.

Top Management is fully committed in fulfilling legal and other HSE requirements, eliminating as reasonably practicable or in any case adequately managing hazards and impacts, ensuring consultation and participation of workers in all HSE aspects. Health and Safety are a value and a priority and everyone has the mandate and the duty to stop and intervene, as everyone's right and responsibility, whenever safety or environment is being compromised.

We must continue to work to ensure a safe and environmentally friendly workplace for our people, contract workers and the communities where we operate:

- by implementing measures aimed to prevent injuries, negative health impacts and asset damages, to prevent and mitigate pollution and contamination; also proactively participating in the proper management of natural resources, the protection of biodiversity and the restoration of ecosystems in the places where we work and the effective waste management;
- demanding the application of rules to prevent accidents and protect health;
- designing and implementing initiatives aimed to provide the necessary knowledge and competence to allow everyone to perform their work safely and ensure a proper management of the environmental aspects along the entire Life Cycle of our projects and assets, including their decommissioning and scrapping;
- ensuring accurate identification and assessment of all HSE risks, timeliness and adequacy of mitigation and control measures in all operations, including those performed by suppliers, subcontractors, partners and also as part of the due diligence process during mergers and acquisitions.

All are called to commit themselves to respond promptly and effectively to any emergency or crisis situation, through continuous preparation and commitment to improving our organization to minimize the impact of these events.

Aware that technology and innovation are the keys to success, it is necessary to continue equipping ourselves to face future challenges improving continuously the way we work, the efficiency of our procedures and management system, in line with the highest international standards and through the digital transformation and innovation in our processes.

The Enterprise risks identification must be pursued with a proactive approach, with the aim of transforming risks into strategic opportunities for improvement, so that this commitment can contribute to the growth of the Group.

Being focused on the energy transition, both by supporting our customers in their decarbonization path and by constantly reducing the Green House Gases emissions generated by our assets and operations, we must constantly work to reduce them, in order to pursue climate neutrality in the long term.

In Saipem we are proud of our values and health, safety and environment are our priorities.

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## SECURITY AS A COMPANY VALUE

The security of our people and the company's tangible and intangible assets is our top priority at Saipem, every day.

We adopt an integrated approach to the management of security risks, where security is understood as an enabling factor for the business that positively affects the economic, social and financial value of Saipem, thus increasing company resilience.

We are committed to building and developing an integrated Security Model that is fully embedded in company processes and aligned with the values set out in the Code of Ethics, the Sustainable Saipem Policy, and applicable national and international legislation in order to:

- ensure a safe and secure workplace and protect employees, contract workers and third parties;
- protect all company information and know-how whose confidentiality, integrity and availability are critical for ensuring its competitive advantage;
- protect the integrity and reputation of management and stakeholders;
- comply with all applicable national and international laws.

We proactively achieve security objectives by designing a preventative and defensive security strategy that minimises physical and cyber security risks supporting company decision-making process, ensuring that risks are assessed, managed and monitored by implementing adequate mitigation measures that can minimise the impact and probability of negative events that may occur.

Saipem's security, through a cyber security model, is designed to secure company IT/OT systems, networks, and data management, as well as external communications with third parties such as customers, suppliers, and authorities.

Saipem's security supports all business operations from the beginning of the commercial phase and ensures appropriate coordination in emergency and crisis management situations.

We are dedicated to continuously improving the security model and increasing security awareness and related personnel skills that spread a positive "security culture" at all company levels and support an effective approach to security risk management.

This is Saipem Security.

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