



## Health and Safety, Environment and Quality (SHEQ) Policy

Generale Costruzioni Ferroviarie Elettriche S.p.A. (G.C.F.E.) is a leading contractor specializing in plant engineering and design activities, procurement, construction, commissioning and project management of “turnkey projects” for passenger and freight transportation systems, including electrification and signalling systems for railways (Traditional and High Speed), trolleybuses, tramways and underground, as well as transmission systems (power lines), high/medium voltage transformation and power distribution AC/DC. G.C.F.E. activities include all complementary technological systems, such as electrical systems inside buildings, automation systems, data supervision, telecommunications, traffic lights, fire, intrusion detection, heating and air conditioning, and security systems, including safety in tunnel. G.C.F.E. also carries out the civil works, water and related services functional to the above.

G.C.F.E. S.p.A. decided to certify its Quality, Health and Safety and Environment Management Systems, thus ensuring continuous regulatory updates by taking on board all stakeholder expectations. Commitment to continuous improvement is a top priority for GCFE which has developed a Management System that complies with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards.

In particular:

- ▶ The **health and safety** of our workers and any others involved in our activities are fundamental to the success of our business. At G.C.F.E., we believe there is no conflict between pursuing the safety of our employees and contractors and long-term profit. Nothing we do is so important that we cannot do it safely and with the awareness of continuous improvement to achieve the goal of ‘**Zero Accidents**’.
- ▶ Customer satisfaction is an important goal for us. Customer's needs and expectations related to **quality** are met by the entire business process, from the initial order up to the final delivery and use of our facilities and services.
- ▶ We seek to work collaboratively with our customers, partners and supply chain to achieve **sustainable solutions for infrastructures’ development**. We offer our clients opportunities for sustainable and eco-friendly solutions, protecting and improving ecological aspects, assessing the full life-cycle impact of projects, and using low-carbon technologies wherever possible.

Our resources, our organisation, the commitment we show in our business and – above all – our positive approach towards quality, environment and health and safety enable us to accomplish the objectives and consequently to overcome the goals we set to continue to operate as a competitive and successful Company.

In order to accomplish its objectives G.C.F.E. resolve to:

- ▶ Maintain and ensure a compliant and certified Management System.
- ▶ Ensure compliance with current legislation, company procedures, best practice as well as customers’ expectations and requests.
- ▶ Maintain active consultation and participation of workers, through their representative, making them active participants in improving Health and Safety aspects.
- ▶ Ensure that analysis and investigation of accidents and/or near miss report are always carried out, to define corrective actions.
- ▶ Promote regular information/training meetings.
- ▶ Set objectives and target for continual improvement, monitored through Key Performance Indicators in relation with quality, safety and environment.
- ▶ Ensure leadership in quality, safety and environment that sets an example and inspires all staff.
- ▶ Communicating and engaging with our workforce, our business partners, our supply chain and all stakeholders, to ensure everyone contribute to environmental sustainability and understand how to keep themselves and others safe and healthy,



while promoting well-being at all levels, achieving a product that meets customer expectations.

- ▶ Adopt a sound risk assessment process to systematically identify risks, assess, remove (where possible) or mitigate and subsequently control them, considering any opportunities for improvement and involving in this process all interested parties, internal or external / directly or indirectly involved, ensuring maximum protection of workers' health and safety;
- ▶ Seek sustainable solutions to serve communities and individuals, while respecting environmental limits, to offer our clients, where possible, a combination of solutions that are innovative, durable, and in line with our professional ethics, evaluating the adoption of new technologies that will ensure our competitive advantages and benefits in terms of quality and the environment, updating the environmental analysis impacts as necessary.
- ▶ Contribute to the protection of the environment by monitoring the consumption of raw materials and energy, setting targets for optimising consumption and promoting waste management by encouraging recovery and recycling.
- ▶ Provide this document to any individual or company dealing with the G.C.F.E. company.
- ▶ Share this policy with suppliers and subcontractors ensuring they all comply with it.
- ▶ Plan and lead internal Audits as well as towards our subcontractors, to monitor the performance of the company's Integrated Management System.

It is the responsibility of every individual working in and for the G.C.F.E. to:

- ▶ Perform the work safely, complying with the rules and procedures of the Integrated Management System.
- ▶ Stop and / or seek for alternative solutions if the action undertaken is not compliant to plans.
- ▶ Understand the impact of one's actions on health and safety and on the environment by adopting an attitude of prevention of accidents and unsafe conditions together with an attitude of prevention of pollution and protection of the environment.
- ▶ Making “safety personal”, helping to implement a culture of Absolute Safety.
- ▶ Commit themselves to continuous improvement.

***Therefore:***

- ▶ No accident is acceptable - all accidents are predictable, and our target will always be Zero.
- ▶ Sustainability and Absolute Safety are an integral part of our business goals.
- ▶ The first operational responsibility of all managers is the implementation of this policy.
- ▶ Legislation sets the minimum standard. We strive to go beyond the legal requirements.

This policy is reviewed periodically as necessary in response to changes in legislation, changes in objectives, changes in the analysis of the organisation's context or the results of internal and external audits.

Giuseppe Ghilardi  
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G.C.F.E. SpA

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