

TOD'S Group

TOD'S s.p.a.

Occupational Health and Safety Management System

ISO 45001

OCCUPATIONAL HEALTH AND SAFETY POLICY

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The well-being of people, their health and safety are essential values, and as such, they have to be promoted and protected.

The Tod's Group has always adopted these values and guarantees that they are enacted in relationships with workers, customers, suppliers and with anyone who interacts with it, anywhere in the world.

In implementation of its Sustainability Policy, the Code of Ethics and the Supplier Code of Conduct, the Tod's Group promotes the spread of a culture of Health and Safety, with a view to protecting the people working at its sites and enhancing the communities in which they live.

Aside from meeting the legal obligations associated with its business, the Tod's Group undertakes:

- to ensure safe and healthy workplaces and provide Personal Protective Equipment in order to prevent occupational accidents and illness;
- to adopt a preventive approach with a view to eliminating hazards, reducing risks and taking advantage of opportunities to safeguard occupational Health and Safety;
- to involve workers and their representatives, favouring their participation to boost awareness of risks and promoting responsible conduct;
- to spread a culture of Health and Safety by developing the skills required to carry out work activities and organising specific training and instruction plans.

The Tod's Group asks its suppliers and external workers to define and adopt Health and Safety conduct and standards aligned with the following Policy.

The Tod's Group is committed to the continuous improvement of its Occupational Health and Safety Management System, providing the necessary economic, technological and professional resources to continuously improve occupational Health and Safety conditions and to ensure the achievement of the established objectives.

The Tod's Group invites the readers of this document to favour the same approach to protect the Health, Safety and Well-Being of every individual, considering that Life is our most precious asset, and as such, it deserves our utmost attention and care.

Which was confirmed as adequate by the TOD'S S.p.A. Board of Directors, most recently on 13 March 2023.