

TOD'S
Group

TOD'S S.p.A.

Management System for Occupational Health and Safety

ISO 45001

OCCUPATIONAL HEALTH AND SAFETY POLICY

OCCUPATIONAL HEALTH AND SAFETY POLICY

The TOD'S Group believes that the well-being of people, their health and safety are essential values, and as such they have to be promoted and protected.

In implementation of its Sustainability Policy, the Code of Ethics, the Supplier Code of Conduct and the Policy for the Protection of Human Rights, TOD'S 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.

TOD'S is committed to continuously improving the Occupational Health and Safety Management System to ensure that the stated objectives are achieved, providing the necessary economic, technological and professional resources.

The TOD'S Group asks its workers, suppliers, external laboratories and all relevant stakeholders to define and adopt Health and Safety conduct and standards aligned with this Policy.

In order to ensure compliance with this Policy, the Group promotes risk assessment activities and control and monitoring initiatives, with the aim of actively assessing and avoiding potential health and safety issues in the workplace.

The TOD'S Group invites the readers of this document to adopt 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.

This Policy is periodically updated in order to remain aligned with developments in the regulatory and legislative environment, international standards and best practices.