

Management Policy – Central and Eastern Europe (CEE)

(Austria, Czech Republic, Germany, Hungary, Romania, Slovakia, Poland)

Health & Safety • Quality • Environmental Protection • Energy Efficiency

Corporate Guidelines

- **The most important core values of our company are health and safety at work.**
- The Policy is applicable to all the Company's operations and employees, as well as contractors, agency workers or individuals under the Company's supervision.
- We apply an effective, integrated management system in compliance with the standards set by HQ. It fulfils the requirements of the current ISO 9001, ISO 14001, ISO 50001 and ISO 45001 standards and is certified.
- The context of our integrated management system is aimed on the satisfaction of the customers in view of the whole life cycle of our products. This comprises the development, offer and order processes as well as "after-sales service". We rely on cooperation and partnership with our customers, suppliers and interested parties based on mutual trust, in the risk and opportunities considerations they are involved.
- We are one of the world's leading and most innovative companies in the Business of cables, wires, flexible cables and related accessories, and play a substantial role in determining technological progress.
- We develop, manufacture and sell environmentally acceptable, energy-efficient and safe products of a very high-quality, for achieving positive contributions to the value of our company.
- Our company's success is based on our employees' creativity and will to achieve. Measures to enable them to gain further qualification and training empower them to fulfil their responsibilities in all work areas and to handle their roles effectively and efficiently.
- Protection of the environment and energy resources, the health of our employees, as well as competitiveness and earning power in our company, are ensured by the existing process and product competence. To this end, target programmes are drafted, implemented and monitored on an ongoing basis.
- The existing laws, national and international rules, standards, regulations and other commitments are considered and adhered.
- We make sure that responsibilities are accurately defined and are entrusted to people possessing the necessary competence and corresponding authority.
- Our processes are clearly defined. They are planned, monitored, assessed regularly and continually improved. Documented controls help ensure and communicate the execution of all the essential actions required for this purpose.
- We conclude agreements for quality assurance measures with our suppliers and service providers; we also cooperate on environmental aspects and exercise a joint influence on occupational safety.
- The annual agreement concerning target programmes (**health & safety, quality, environmental, and energy targets**) ensues in the form of a cascade of targets. The employees are involved in this process, for which the necessary information and resources are provided.
- We make the energetic improvements measurable, documented and communicated at all enterprise levels.
- We compile annual reports showing the results of the target programmes and all activities affecting behaviour relating to the environment and occupational safety.
- Management reviews evaluate in turn the status, suitability and efficiency of the integrated management system.
- Understanding the value of biodiversity and the importance of its integrity with regard to the places where Prysmian Group operates, with a commitment to identifying and assessing any biodiversity-related risk, applying a mitigation hierarchy approach (avoid, minimise, restore and offset) to all operations including those of any suppliers involved;

The present management policy is made publicly available and distributed to all employees.

Action Principles "Occupational Safety"

- We respect the protection of the integrity, health and welfare of our employees at the workplace as being the most fundamental need.
- We feel obligated to introduce preventive measures to avoid accidents and work-related injuries, and thus to minimise any impairment to the safety and health of all employees and third parties as well as improving safety and health protection.
- On-the-job safety is for us a part and parcel of good work. We, therefore, establish and promote a sense of responsibility at all levels and obligate our employees to act consciously and safely always.
- We plan and monitor the working environment and processes as well as the way they change, considering ergonomics, occupational safety and health protection to ensure continuous improvement.
- We assess the risk of occupational accidents and job-related injuries, evaluate accident trends and exercise influence on the sources of risk, considering the status of technology, occupational medicine and hygiene.
- The Objective of occupational health and safety is the continuous improvement of safety, working conditions, the health of employees and the effectiveness and legal conformity of the process.
- Establishing quantitative targets for continuously improving health and safety (H&S) performance metrics, by defining specific action plans and setting priorities;
- Ensuring access to safe water, sanitation and hygiene for all employees in all the Group premises,

Action Principles "Quality"

- The high quality and safety of our products and services are the result of optimised process design in all areas and of cooperation with our customers and suppliers.
- In areas with higher quality requirements (ISO TS 22163, IATF 16949) these standards are additionally implemented
- We reassess these processes regularly using key figures as a basis and deduce from them the potential for improvement.
- We monitor process quality by means of regular audits to achieve a continuous improvement of our quality management system and involve our suppliers.
- We make every effort to ensure that the name "Prysmian Group" stands for **quality, reliability** and **trust**.

Action Principles "Environmental protection"


- We are committed to protecting the environment and continuously improving environmental performance.
- We assess the environmental impact of our processes, machines, facilities and products by adopting a "full life cycle". To this end, we promote environmentally oriented product development in compliance with international standards and take environmental aspects into account when making investment decisions, purchases, and sales or when shutting down a facility.
- We monitor and analyse the most significant environmental aspects in normal and emergency conditions and ensure that our locations harmonise with the surroundings.
- We advise and support our customers about the environmentally compatible use of our products as well as their environmentally compatible disposal. Environmental information is communicated both internally and externally.
- On the waste management side, we act according to the principle: "**Avoidance in preference to recycling**" and "**Recycling in preference to environmentally compatible disposal**".
- In order to protect resources, we minimise the consumption of materials, energy and water as well as waste and the emission of hazardous substances on land, in the air and in water.
- optimising the consumption of energy resources, including water and raw materials,
- encouraging a systematic approach to energy management through the identification of responsibilities and tasks with a view to continuously improve energy efficiency, searching for innovative and technological solutions, and designing and purchasing energy-efficient products and services to improve energy performance.

Action Principles "Energy Efficiency"

- We monitor energy aspects and energy data and control this systematically.
- We consider energy efficiency already with design and with the purchase of energy-efficient products and services.
- We optimise the efficiency of procedures and processes and carry out energy-efficiency programmes.
- We commit ourselves to the continuous improvement of the environment by adopting a policy of energy efficiency whilst lowering energy consumption.
- We educate all employees/partners concerning the efficient use of energy.

Berlin, August 9th 2023

(Date)


Frederick Persson (CEO)