

Health and Safety Policy

The physical and moral wellbeing of the employees is a primary value for Benetton Group as stated in its *Code of Ethics*.

→ https://www.benettongroup.com/site/assets/files/1087/code_of_ethics.pdf

Occupational safety, hygiene and health is safeguarded and full respect for the health, physical wellbeing and rights of the workers in carrying out their activities is considered fundamental and priority, as well as full compliance with current legislation concerning these topics. This engagement comprehends also the dissemination of a culture of prevention, through trainings at all levels and through the promotion of all the managerial actions necessary to spread a common culture regarding health and safety.

Company commitment

Benetton Group considers protection of the suitability of working conditions, rooms, work machinery and equipment, employees' psychophysical integrity, safety of all existing and scheduled business, full compliance with existing laws on prevention and protection in the workplace, as important aspects of its activity.

The Group dedicates organisational, instrumental and economic resources to achieving this goal, with the aim of ensuring full compliance with current accident-prevention law and the continuous improvement of workers' health and safety in the workplace and of the relative prevention measures.

In line with existing legislation, the company doctor is constantly engaged in the assessment and management of work-related stress risk. This is monitored in the surveillance activities carried out regularly on employees according to the specific risks to which they are subject.

Employees are provided with training and information activities about HS, in order to raise awareness about the importance of prevention and to dialogue about possible improvements.

In 2015, Benetton Group launched "Benetton for You". It's a People Care program which aims at promoting the wellbeing of all the employees of the Italian offices, regardless of their seniority and type of contract, while abroad the Group launched local People Care initiatives to respond to country-specific needs. The program covers four areas: work/life balance, health, family, and savings, with each area including several annual and multiannual projects.

The emergency circumstances due to the Covid-19 epidemic have led the Group to consolidate the already proven practice of "smart working". The possibility to work safely, flexibly and in a location that suits the employees best, represents an opportunity for improving the performance and for achieving the right work-life balance.

The suppliers of the Benetton Group are required to respect the same values that inspire the Company. In fact, they are required to sign the Benetton *Code of Conduct* (<https://www.benettongroup.com/site/assets/files/1134/ok-code-of-conduct-english.pdf>) when entering in business relations with it. Section 10 of the *Code of Conduct* lists the fundamental principles recognized by Benetton Group regarding Health and Safety in the workplace.

The compliance to this policy is a responsibility of the Company and of its employees, who has to behave following the established HS rules. Employees are asked to report to their supervisors all the injuries and conditions that they believe to be unsafe or unhealthy, helping the company to improve its environment and reach its “Zero-Injury” objective.