

LIST HSE POLICY

This HSE policy is applicable to all employees at all LIST sites involved in research and innovation, support, and maintenance activities.

The policy also applies to third parties (subcontractors, suppliers and visitors to LIST) for interventions and/or activities that concern them.

Furthermore, the policy applies to employees who carry out activities outside the LIST sites.

1. COMMITMENTS

LIST is committed to the following principles:

- Promoting physical and mental health and safety at work, by reducing hazards and risks;
- Complying with the HSE requirements (legal and other) applicable;
- Defining and periodically assessing the achievement of HSE objectives and KPIs, identifying improvement targets and implementing the related action plans;
- Involving, training and raising awareness among LIST employees and third parties;
- Maintaining, checking and improving facilities, work equipment, and first aid and protection equipment;
- Systematically analysing HSE incidents, workplace accidents and dangerous situations, and implementing corrective and/or preventive actions;
- Limiting its environmental impact.

For the 2024 to 2026 period, LIST has also committed to:

- Implementing and maintaining an HSE management system that complies with ISO 45001 and obtaining certification for this, and continuously improving the system;
- Including psycho-social risks in the risk analysis process;
- Better communicating the results of the HSE management system;
- Improving the range of HSE training courses.

2. RESPONSIBILITIES

- The CEO or his/her delegate is responsible for defining the policy and keeping it up to date, as well as for all the resources needed to implement it;
- The members of the Safety Office carry out, supervise, support and improve HSE activities;
- Each line manager must promote this policy among his or her staff and be involved in risk management, including psycho-social risks;
- Safety at LIST is everyone's business. The application of HSE rules is the individual responsibility of all employees.



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