

## NO SMOKING POLICY

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REV.	DATE	PREPARED	CHECKED	APPROVED
00	26/05/2025	N.A.	L.Cogorno C-QHSE-DIR	E.Barbiero CEO

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Smoking has a direct negative effect on smokers' health and non-smokers exposed to it.

Global health agencies, such as the World Health Organization (WHO), agree that there are serious risks to people's health related to the use and exposure to tobacco and related products.

The purpose of this Policy is to ensure a safe, healthy and productive working environment for the Company's employees and third parties, in order to protect the public, the environment, the Company's assets and Customers.

This policy discourages all forms of consumption of tobacco products, with or without smoke, and any e-cigarette product. This includes, but is not limited to, the following:

- cigarettes;
- cigars;
- pipe;
- chewing tobacco;
- electronic cigarettes;
- snuff;
- vapes with products containing either nicotine or without.

Rizzani de Eccher S.p.A. is committed to providing and maintaining a healthy working environment and to protecting all employees and visitors from the harmful effects of smoking.

To reduce and control these risks, the following rules must be observed:

- Smoking is strictly prohibited in any place within the premises of Rizzani de Eccher (offices, conference and meeting rooms, bathrooms, stairs, balconies, assigned accommodation, etc.);
- Smoking is strictly prohibited in company vehicles or company-provided transport.
- The Employer, Directors, Area Managers, Project Managers, Construction Managers, Site Managers, Supervisors and Foremen are responsible for the implementation of this policy; In addition, each individual is responsible for complying with the requirements of this policy.

This information must be communicated to all staff and wherever it is deemed necessary.

Since smoking is recognized as dangerous to health, it must be actively discouraged.

The QHSE Department will carry out campaigns to discourage smoking and encourage staff who wish to quit smoking.

This policy is mandatory for all employees and people visiting the company, without exception. Any violation of this policy will be treated seriously and will result in disciplinary action.

This document is adequately promoted and advertised as evidence of the vision and commitment of corporate governance.

The Chief Executive Officer  
Enrico Barbiero

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