
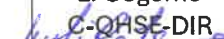



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## NO SMOKING POLICY

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REV.	DATE	PREPARED	CHECKED	APPROVED
01	30/10/2025	F. Piemonte C-QHSE-COOR 	L. Cogorno C-QHSE-DIR 	E. Barbiero CEO 

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## NO SMOKING POLICY

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The Eccher Group, included Rizzani de Eccher (hereinafter "RdE") and all its affiliated companies, has the primary objective of being a point of reference, within the market in which it operates, with regards to the promulgation, management and development of Health and Safety, expanding and disseminating these principles not only within the company, but also through timely involvement and transport towards Customers, Suppliers, Subcontractors, Partners, Local Communities, Visitors and in general all Shareholders.

RdE, in application of its motto "BUILDING THE FUTURE," has identified its Vision, which is to define the core values, strategies, and corporate decisions to be pursued without delay or compromise, and to ensure a healthy working environment not only for its own workers but also for all those who subcontract, collaborate, or otherwise operate within its projects.

Applied to the RdE Business sector, i.e. the management of general contractor activities for the design and construction of civil and industrial engineering works, bridges, viaducts and infrastructure works for mobility, and in application of what has already been defined within the QHSE Policy, the Top Management sets the following objectives:

- Protection of workers' health
  - Reduce exposure to secondhand smoke.
  - Prevent smoking-related diseases.
- Regulatory compliance
  - Comply with Italian laws prohibiting smoking in public places and workplaces (e.g. Law 3/2003 and Legislative Decree 81/08).
  - Apply the provisions relating to health and safety at work.
- Promoting responsible behavior
  - Raise employee awareness of the risks of smoking.
  - Promote cessation through support programs.
- Protection of common spaces
  - Ensure smoke-free work environments.
  - Designate outdoor smoking areas, if applicable, in compliance with regulations.
- Fairness and mutual respect
  - Avoid conflicts between smokers and non-smokers.
  - Promote an inclusive and respectful corporate culture.

In order to achieve this goal, the RdE Top Management is committed to promoting and disseminating, in a responsible and sustainable manner, what is necessary through the following actions (non-exhaustive list):

- Discourage all forms of tobacco use, whether smoked or not, and any e-cigarette product. This includes, but is not limited to, the following:
  - cigarettes;
  - cigars;
  - pipe;
  - chewing tobacco;
  - electronic cigarettes;
  - snuff tobacco;
  - vaporizers with or without nicotine-containing products.
- Promote the prohibition of smoking in any place within the company (offices, conference and meeting rooms, bathrooms, stairways, assigned service accommodations if shared, etc. ), including company service vehicles or transport provided by the company;
- Promote its "Smoke Free" vision through clear communication protocols that involve all stakeholders in the company's activities;

- Enforce compliance with this policy by all stakeholders and, where this is not possible, emphasize the vision, commitment and approach to the application of this policy;
- Promote, with the support of the competent doctor, healthy and safe behavior among all staff.

In order to maintain the ongoing effectiveness of this company policy, Top Management undertakes to constantly monitor the policy itself, ensuring periodic evaluation and any updates, when necessary.

The implementation of this policy is responsibility of all RdE workers, starting with Top Management, which has identified its principles and promotes their dissemination and compliance.

The CEO

Enrico Barbiero

