
STOP WORK POLICY

REV.	DATE	PREPARED	CHECKED	APPROVED
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STOP WORK POLICY

The Eccher Group, including Rizzani de Eccher (hereinafter "RdE") and all its affiliated companies, has the primary objective of representing a point of reference, within the market in which it operates, with regards to the promulgation, management and development of health and safety and environmental issues, expanding and disseminating these principles not only within the company, but also through timely involvement and communication towards customers, suppliers, subcontractors, partners, local communities and visitors.

RdE, in application of its motto "BUILDING THE FUTURE", has identified its Vision, which is defining the fundamental values, strategies and corporate decisions to be pursued without delay or compromise, that is, guaranteeing a healthy working environment, not only for its own workers but also for all those who, through subcontracting, collaboration, etc., operate within its projects and the entire external community.

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 mobility infrastructure projects, and in application and further development of what has already been defined within the QHSE Policy, this policy allows and encourages any worker to immediately stop an activity if they believe it poses an imminent risk to health, safety, or the environment, without them being liable to any type of repercussions in the workplace.

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):

- Invite all direct and subcontracted personnel, at all levels, to put health and safety first and implement this policy.
- All personnel are required to stop any activity if they suspect (either by themselves or by others outside the work group) that their health and safety, the protection of the environment, or that of others with whom they interact may be at risk; no mitigating circumstances or exemptions are permitted.
- No blame or liability can be attributed to an employee who reports a risky situation or interrupts work, even if such action is subsequently found to be unnecessary. This principle cannot be questioned by anyone.
- No manager, technician, supervisor, or employee of Rizzani de Eccher, or any subcontractor, may undermine health, safety, and environmental protection in the workplace.

This policy is therefore implemented through the following principles:

- Proactive accident prevention
Stop potentially dangerous activities before damage occurs.
- Worker Empowerment
Give everyone, regardless of role, the power and responsibility to act for safety.
- Promoting a culture of safety
Reinforce the idea that safety is a shared priority and that reporting a risk is virtuous behavior.
- Continuous improvement
- Analyze the situations that led to the shutdown to improve processes, training, and prevention.
- Protection from retaliation
Ensure that no worker is penalised for exercising the Stop Work Authority

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

