



## Environment, Occupational Health and Safety Policy

Approved by the Board of Directors on 29 July 2021

INWIT Infrastrutture Wireless Italiane S.p.A. (INWIT) is the largest operator in the wireless infrastructure sector in Italy and it builds and manages technological plants and civil structures (towers, pylons and masts) which house radio transmission equipment, mainly to serve telecommunications operators. It is leader in Italy with over 22,000 towers and around 41,500 hostings, with a set of assets equipped with the best-quality communication towers, widespread throughout the country.

The Company provides infrastructure capable of creating wireless networks, sensors, IoT and also offers a dedicated multi-operator coverage service through the use of DAS (Distributed Antenna System) and Small Cell systems in selected areas with high cultural and social value (airports, shopping centres, sports facilities, hospitals, etc..).

INWIT is working to consolidate its assets and wealth of technical and professional knowledge of the highest level, and creating a set of systems, processes and knowledge that can create value to serve the fast and efficient deployment of 5G by operators.

INWIT's role of "neutral host" allows it to meet the demand of all the main market operators, both mobile and Fixed Wireless Access.

There is also an evolution towards increasingly smart towers: digital assets, distributed and protected, that can make a solid contribution to the digital transformation of the country's economic and social activities. The widespread presence of INWIT towers means advanced services can also be offered in areas where fibre optic connectivity will arrive later, thereby expediting the digitisation of the country and the reduction of the digital divide.

**The** Management of INWIT, aware of the importance of integrating sustainability into corporate processes and, in particular, in order to ensure the highest levels of health and safety in the workplace for its employees, suppliers, customers and users, is committed to pursuing the following strategic objectives:

- create, maintain and improve a Management System for the Environment and Occupational Health and Safety compliant with the standards UNI EN ISO 14001:2015 and UNI EN ISO 45001:2018 in order to ensure the continuous improvement of environmental and safety performances and processes, starting with a standard level of legislative compliance checked on a periodic basis;
- contribute to the creation and dissemination of an environmental and health and safety culture, involving the Management and all personnel;
- disclose the company's main sustainability guidelines to all internal and external stakeholders;
- maintain open and constructive dialogue with the public authorities and all stakeholders;

- Identify, qualify and involve the contracting companies to establish a relationship of mutual collaboration and trust in order to reduce their impact on the environment in full compliance with Occupational Health and Safety regulations;
- fully comply and demand full compliance on the part of suppliers with current environmental and Occupational Health and Safety legislation;
- use economic resources to support improvement from an environmental perspective and in terms of the circular economy and Occupational Health and Safety in order to:
  - reduce waste and the consumption of energy and non-renewable raw materials
  - prevent accidents and occupational diseases
  - prevent any form of pollution
- research, assess and subsequently introduce technologies that are increasingly sustainable and high-performance from an environmental and Occupational Health and Safety perspective;
- identify and assess the direct and indirect environmental aspects, including the impact on biodiversity, and likewise the Occupational Health and Safety risks of INWIT employees as well as those who work for INWIT according to the context (legislative, technological, operational, etc.) in force each time;
- periodically review the policies and management system to check and ensure their congruence, adequacy and appropriateness for the organisation and the effectiveness of their performance so that continuous improvement objectives can be reformulated.

INWIT undertakes, in particular, to:

- plan new sites and alter and maintain the existing ones taking into consideration first and foremost the Occupational Health and Safety of the workers (and third parties operating on behalf of INWIT) that access them;
- maintain an adequate system to select, monitor and assess the performances of suppliers and contractors, in order to ensure the highest standards of Occupational Health and Safety in the performance of their activities;
- Identify new technologies that reduce the consumption of raw materials and the use of non-renewable energy sources;
- reduce its impact in relation to the production of greenhouse gas, through the production and purchase of energy from renewable sources and the choice, optimisation and reduction of the refrigerant gases used;
- manage waste by adopting strategies geared towards recycling and recovery, in order to increase the life cycle of materials and products;

- maintain a high level of auditing and surveillance/monitoring to identify and prevent any situations of non-compliance with current legislation and the requirements of the environmental management system and Occupational Health and Safety;
- control and reduce all emissions that are potentially polluting or that create a disturbance for local communities during the construction, operation and decommissioning of the technological infrastructures also with the collaboration of our customers;
- develop security plans containing measures and procedures necessary to prevent accidental or emergency situations, even environmental, and to contain the consequences;
- improve the impact on the landscape of its technological infrastructures;
- promote organisational well-being also through the implementation of evolved forms of work organisation (smart working), which enable work to be done more efficiently and with more flexibility, meeting people's needs and, at the same time, reducing the environmental impacts.