Australia & New Zealand Health, Safety, Environment and Energy Policy

Prysmian designs, develops, produces, supplies, and installs a wide range of cables, accessories and systems for numerous applications in the energy and telecommunications industries and provides their relevant services consistently with its Vision, aimed at promoting "the efficient, effective and sustainable supply of energy and information as the main driver for the development of communities".

This Policy applies to all Prysmian operations and employees, as well as contractors, agency workers or individuals under the Company's supervision in Australia and New Zealand as per ISO45001 Occupational Health and Safety Management System, ISO14001 Environmental management systems and ISO50001 Energy management systems requirements. This Policy has been made publicly available in the Group website. It is distributed to all Group Companies through the Intranet network and the HSEE Management Systems.

Prysmian strongly believes in protecting the health, safety, and well-being of all its workforce and considers environmental protection, including climate change mitigation, biodiversity conservation, and the promotion of energy performance as primary, essential prerequisites for achieving its objectives and creating value added for all the Group's internal and external stakeholders. All Group Companies are therefore committed to the following principles:

- complying with applicable legal requirements and other commitments to which the organisation abides with regard to health, safety, the environment and energy, and implementing HSEE management systems in compliance with international standards, while addressing risks and identifying opportunities arising in the context of the organisation and of their activities;
- driving and ensuring continuous improvements of all production processes and the related activities, while adopting a life cycle perspective;
- identifying hazards inherent in their activities, assessing potential injuries and health risks and eliminating and/or minimising them through appropriate preventive measures, the adoption of collective and individual protection equipment, and the management of the organisational and human factors that strongly promote the Safety Culture;
- establishing quantitative targets for continuously improving health and safety (H&S) performance metrics, by defining specific action plans and setting priorities;
- conveying information about health, safety, the environment and energy, in accordance with specific procedures and programs, engaging and consulting every level of the organisation and everyone who works for the Group;
- optimising the consumption of energy resources, including water and raw materials, and preventing pollution by identifying, monitoring and reducing the environmental impact of their processes/products, in line with the Group's Net Zero targets;
- ensuring access to safe water, sanitation and hygiene for all employees in all the Group

premises, and supporting partners across the value chains and communities that surround our workplaces;

- understanding the value of biodiversity and the importance of its integrity with regard to the places where Prysmian operates, with a commitment to identifying and assessing any biodiversity-related risk, applying a mitigation hierarchy approach (avoid, minimise, restore and offset) to all operations including those of any suppliers involved;
- contributing to the global commitment to ending all deforestation through the definition of targets, programs and monitoring plans, while also engaging external stakeholders;
- guaranteeing that responsibilities and resources are properly allocated, and that operating procedures are precisely defined and communicated and are the subject of specific training;
- furthermore, Prysmian ensures that all its employees and any person/organisation working under its control are competent and, in case of specific tasks, authorised on the basis of appropriate education, training and experience in addition to holding certifications or licenses, where required, to perform their tasks without detrimental effects on the environment, health and safety;
- encouraging a systematic approach to energy management through the identification of responsibilities and tasks with a view to continuously improve energy efficiency, searching for innovative and technological solutions, and designing and purchasing energy-efficient products and services to improve energy performance.

In the event of mergers, acquisitions or joint ventures, this Policy shall apply upon completion of the due diligence process and closure of the deal.

Prysmian is committed to the continuous improvement of its policies and programs and adopts procedures, rules, and instructions to ensure that the values embodied in this Policy are reflected in the conduct across the company and in that of its employees and any person/organisation working under Prysmian's control.

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