Enilive Schmiertechnik GmbH
Paradiesstraße 14, 97080 Würzburg
Telefon: +49 931 90098-0 Fax: +49 931 98442
http://www.eni.com/de

HSSE POLICY – Enilive Schmiertechnik GmbH / Date 15.05.2026

Enilive Schmiertechnik, in compliance with relevant laws and compliance obligations, standards, Eni Code of Ethics and various policies, is committed to carry out its activities, ensuring, at all times, health and safety, environmental protection, security, public safety and sustainability.

This HSSE (= Health, Safety, Security and Environmental) policy addresses to entire business context of Enilive Schmiertechnik.

Risk assessments and related improvement objectives and actions eliminate or mitigate risks. Furthermore, Enilive Schmiertechnik analyzes the internal/external context with the stakeholders' needs and expectations, identifies factors and requirements, which may have impacts on the management system and evaluates opportunities and risks, to be addressed to ensure effectiveness and continuous improvement.

As part of its context analysis, social integration, security, compliance with legal requirements, accountable behaviors, discipline and reputation are the necessary conditions for sustainability and to build shared values with the stakeholders.

Enilive Schmiertechnik is committed to:

- Respect all the applicable HSSE legal requirements and all applicable rules, identified by the company policies, procedures, operating instructions and legal register: compliance with laws, regulations and permits must never be compromised.
- Define and – if economically justifiable – adopt principles, standards and solutions that are recognized as the business international best practices and state of the art for protecting health, safety, security, environment and the public safety.
- Protect employees against injuries as well as diseases (including contrasting and containing the expected effects of epidemic and/or pandemic events) and give the protection of the employees and the health promotion a high priority.
- Guarantee the protection of the environment through the implementation of measures to avoid environmental pollution and incidents.
- Improve the energy balance and efficiency in all business sectors.
- Plant and process safety.
- Contribute to the protection of the ecosystem, climate and the sustainable use of resources in such a way that the individual, the environment and society as a whole are respected.
- Improve continuously its performance in health, safety, security, environment, energy efficiency, public safety, by implementing projects and actions with the requirements fixed by the company.
- Assure the effective implementation of the HSSE risk management system and of the related mitigation measures by monitoring, auditing and reporting, with the aim of a continuous improvement.
- Develop a relationship based on trust and confidence, both within Enilive Schmiertechnik and with the external community and institutions, to the management of all the health, safety, security and environmental issues.
- Guarantee the long-term relationships with partners, based on the creation of values and the pursuit of common objectives. Enilive Schmiertechnik strives to raise the awareness of our business partners, to determine also effective rules for the safety, the health, the security and the environmental protection. This refers also to possible subcontractors of its suppliers.
- Create a work atmosphere characterized by collaboration and joint commitment to corporate goals.
- Apply innovative technological solutions to its processes and activities in order to make them increasingly environmentally compatible and energy efficient, as well as in order to reduce the

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environmental impact and the risks to the health and safety of its workers, suppliers, customers and of the local community.

- Continuously promote prevention on the issues of Safety through a systematic analysis of all incidental events and unsafe conditions (including near miss cases) with identification of the causes, dynamics and identification of corrective actions.
- Encourage all employees to recognize and identify potential deficiencies and to remove them immediately in order to prevent damages to themselves, to others and to the environment.
- Guarantee that systems and processes within the organization are designed to guarantee safety for the people, the security and the environment and to achieve the highest reasonable possible degree of prevention of incidents.
- In the planning of operations and processes, as well as in the performance of all activities, we make sure to take into account the state of the art, occupational medicine, hygiene, security and environmental protection.
- Assure a suitable organization for defining, developing, implementing and carrying out the management reviews to analyze risks, opportunities, objectives, programs, performance, improvement plans, policies and defined targets.
- Guarantee the training of its personnel and promotes the sharing of experiences and knowledge in order to achieve the objectives on health, safety, security, environment and public safety on a path of continuous prevention and protection improvement.
- Assure the participation, involvement and information of the employees, their representatives and other interested parties.
- Assure the protection of people, assets, information and facilities by adopting measures consistent with internal standard principles and applicable laws and company standards.
- Commitment to identifying, assessing and managing security risks to prevent malicious acts, unauthorized access, theft, sabotage or any other events that could negatively affect business continuity.

To achieve the above objectives, the accountable behavior of all the Enilive Schmiertechnik people and Enilive Schmiertechnik partners at any level of responsibility, is crucial.

Periodically the results obtained will be reviewed and new goals and targets will be set.

Managing Director

Marc Dusel