



Environmental, Health & Safety Policy (EHS)



We deliver on our commitment

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1. Objectives

MSX formalizes its global commitment to providing products, solutions, and a working environment that protect the environment, the health and safety of our employees, contractors, clients, and stakeholders. This objective is of utmost importance and is fully integrated into our corporate strategy and our People–Planet–Prosperity framework..

2. Scope

This policy applies to all MSX employees, contractors, suppliers, and visitors in every country where MSX operates.

Each site and office must comply with local, regional, and national legislation in addition to global EHS standards, adapting implementation to local regulatory frameworks while maintaining a consistent global approach..

3. EHS Policy Philosophy

We believe that:

- All workplace injuries are preventable and therefore unacceptable.
- MSX has the obligation to design facilities, processes, and services to protect employees, contractors, visitors, and communities.
- Every employee and contractor is responsible and accountable for EHS performance.
- Employees, contractors, and visitors must report, eliminate, and/or safeguard against acts and conditions detrimental to human health, safety, or the environment.



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4. Policy Objectives

This EHS policy aims to:

- Protect workers, the public, and the environment from potential hazards.
- Prevent harm to ecosystems, reduce pollution, and promote sustainable practices.
- Ensure compliance with all relevant legislation, including:
 - ILO Conventions on Occupational Safety and Health (C155), Chemicals (C170), and Occupational Health Services (C161).
 - EU Framework Directive 89/391/EEC on health and safety at work.
 - Local regulations applicable in each jurisdiction (e.g., OSHA in the US, HSE in the UK, EU directives, national labor laws).
- Continuously improve training and communication to embed EHS culture at all levels.

5. Environmental Policy

MSX believes in and is committed to compliance with all applicable environmental laws and regulations and strives to continually reduce and improve our impact on the environment.

As such, MSX aim to:

- Comply with local, state, federal, and international environmental legislation (e.g., EU Green Deal, REACH, RoHS, Basel Convention).
- Minimize waste, maximize reuse and recycling, and reduce hazardous substance



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- Evaluate environmental impacts across the product and service lifecycle.
- Share best practices and apply continuous improvement (with a Lean approach) through measurable KPIs.

6. Workplace Health and Safety Policy

MSX is committed to maintaining a safe and healthy working environment by:

- Complying with all relevant occupational health and safety legislation in each country of operation.
- Aligning with ILO Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 2001).
- Identifying and mitigating risks proactively through risk assessments.
- Integrating health and safety into business planning and operations.
- Promoting a culture of safety ownership at every organizational level.
- Ensuring that reported injuries and near-misses are managed, investigated, and followed up for continuous learning.
- Recognizing safe behaviors and strengthening accountability across the organization.

7. Reporting

MSX promotes a work environment where employees, contractors, and visitors are encouraged to communicate openly with local HR team regarding any concerns related to health, safety, or the environment. Initial concerns should be addressed through dialogue with local HR, who will assess the situation and, if necessary, escalate it through the formal whistleblowing channel in accordance with applicable regulations. This approach fosters constructive communication and avoids unnecessary escalation, while still ensuring protection for those who raise legitimate concerns.



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8. KPIs & Monitoring

EHS performance is tracked through global and local indicators, reported annually to management and stakeholders.

Key indicators include:

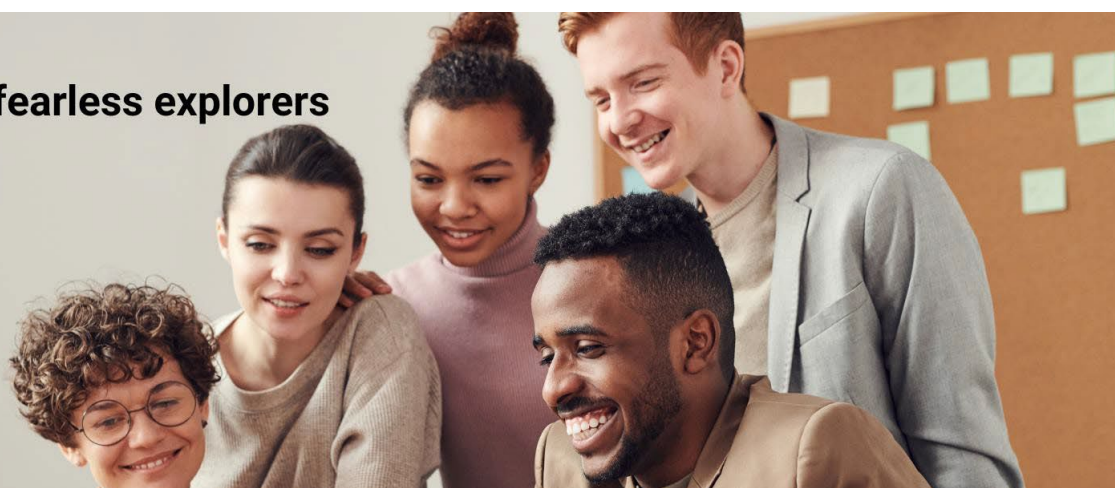
AREA	KPI
• Health & Safety:	Employee Satisfaction Survey (Peakon wellbeing questions)
• Health & Safety:	Number of Injuries
• Health & Safety:	Fatalities
• Health & Safety:	Occupational diseases
• Health & Safety:	Absenteeism days to medical reasons*
• Health & Safety:	employees are covered by Local Regulation in term of Risk Assessment (Health and safety at work)
• Health & Safety:	employees are covered by Local Regulation in term of Mandatory Health and safety training
• Training:	Percentage of employees trained on EHS
• Communication & Culture:	Number of near-miss reports
• Communication & Culture:	Number of internal EHS Training
• Compliance:	Percentage of sites compliant with local HSE regulations
• Compliance:	Number of regulatory violations
• Environment:	Scope 1-2 emissions (offices)

*While safe and healthy work environments may contribute to reduced absenteeism, sick leave trends are influenced by multiple factors. Therefore, sick leave KPIs will be monitored in an aggregated and contextualised manner, without a direct or automatic link to EHS reporting activity.

9. Governance

- Oversight is provided by the Global Sustainability function & HR Managers.
- Local offices (HR Managers) are responsible for ensuring compliance with national and regional regulations, with escalation of risks to central Global Sustainability Manager.
- Regular reporting to executive management and stakeholders ensures transparency and accountability.

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10. Change History

Version	Date	Changed by	Change
0.1	2024-02	Loredana Tomassetti	created
0.1	2024-02	Marco Autorino	reviewed
0.2	2025-07	Loredana Tomassetti	reviewed

11. Glossary

Terms	Explanation
Injuries	<p>The GRI 403 Standard further specifies that work-related injuries arise from exposure to hazards in the workplace and may include physical or mental health conditions. These are considered occupational if they occur while performing duties in the interest of the employer, including remote work and business travel.</p>



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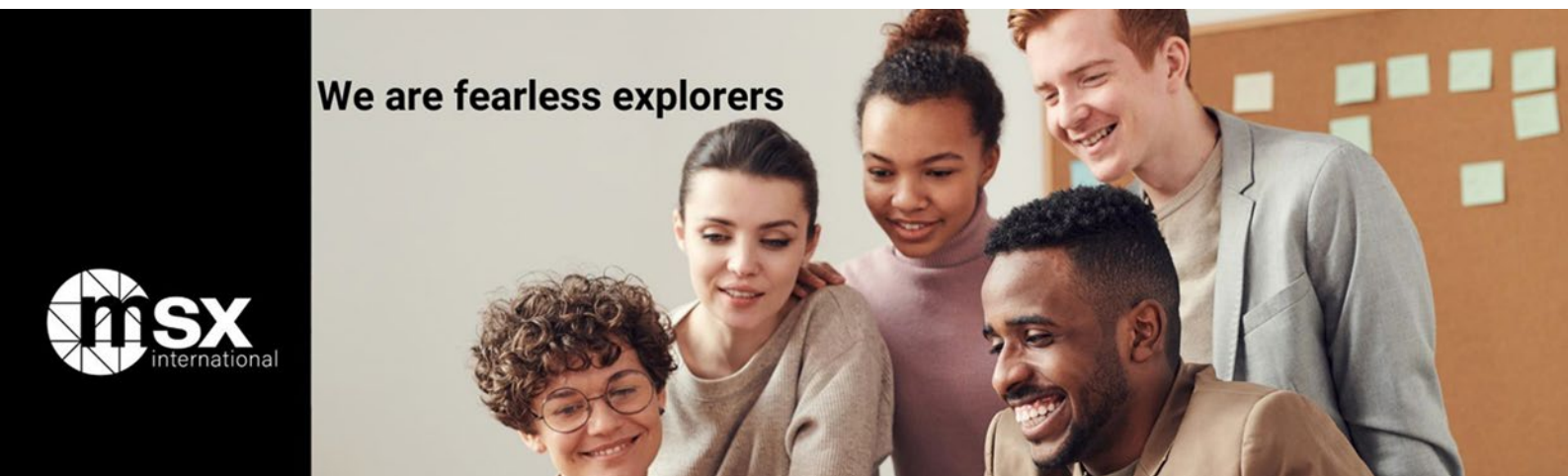


12. References

Referenced documents	Comment
WHISTLEBLOWING PROCEDURE	
Code Of Conduct	

13. Permission and Ownership

Date	Version	Reviewer/ Examiner	Position
03-2024	0.1	Loredana Tomassetti	Sustainability Manager
07-2025	0.2	Loredana Tomassetti	Sustainability Manager



14.Approver

Date	Version	Name	Position
03-2024	0.1	Marco Autorino	CPO
07-2025	0.2	Marco Autorino	CPO