

ELETTRA PROGETTI e SERVIZI S.p.A. (hereinafter called EPS) declares that the Journey management of its employees is planned and scheduled according to this extract and by its Personnel Management Team in compliance with HSSE principles.

The EPS Personnel Management Team acts on the basis of the following principles:

- Before any employee's mobilization is required the Vaccination Booklet issued by the Sanitary competent office
- Our Personnel Management Team suggest and verify any additional Vaccination plan required by our client and/or suggested by the destination country where the activity shall be executed.
- The need of all authorization and Visa is verified and followed-up in compliance with the specific contract Term & Conditions "T&C"
- Once obtained the health certification "FitForWork" and checked that the contractual and recruitment process had been duly finalized the Personnel Management Team takes care about flights booking and issuance. IATA Certified air company have to be preferred where available.
- Moreover to sustain and proactively cooperate with the principle of pollution and emissions reductions, EPS chooses to buy compensative credits for CO₂ destined to ONU charity certified projects
- Before the mobilization date the employee receives, together with the contractual papers the following information/documents:
 - EPS HSSE Policy
 - Risks information and relative Personal Protective Equipment (PPE) in connection with the activity to be executed
 - Information about HSE personnel on site and their contact number
 - Sanitary Booklet containing sanitary information about the destination country and the Italian Health Ministry suggestions, always in connection with the destination country as per the Ministerial website: <http://www.viaggiasesicuri.it/>
 - Information, evidence and contact instructions of the Local Insurance and the International Medical Insurance coverage "International SOS"
 - Reference and contact details with 24/7 availability of a Personnel Management Officer in charge to manage, modify and monitor our personnel airfares

Said so and upon the experience of managing international Manpower Provision contracts worldwide we maintain our policies "open" for further review always looking for providing the best services to our clients and employees

THE MANAGEMENT
