

<p>Company</p> <p>Iveco Group</p>	<p>HEALTH AND SAFETY POLICY</p>	
<p>Function:</p> <p>Environmental, Health and Safety</p>	<p>Effective Date</p> <p>January 2022</p>	<p>Pages</p> <p>4</p>

1. Scope: This Policy applies to Iveco Group N.V. and its subsidiaries (collectively, “Iveco Group” or the “Company”) and the directors, officers and employees of such entities as well as those acting for or on behalf of such entities.

2. Purpose: Iveco Group is committed to protecting and promoting the health and safety of its employees and customers. Health and safety means not only preventing accidents and disease but also improving the working environment and workplace conditions. This approach is fundamental to achieving ‘world-class’ performance in our manufacturing and other processes and we consider it critical to the economic success of our products and, more generally, the Company. We believe our first priority towards our employees and other persons at our facilities is to ensure a healthy and safe working environment.

3. Policy:
 - a. **Legal Framework:** the fundamental legal framework for all our activities is represented by both existing laws and standards endorsed by Iveco Group.
 - b. **“Health and Safety First”:** Iveco Group aims to avoid incidents, prevent occupational disease and minimize other occupational health and safety (“OH&S”) related risks by adopting a preventive approach in all significant activities ranging from the choice of materials, tools and machinery to the selection of production processes.

Moreover, we also aim to promote health and safety by addressing the health of our employees through training and communications designed to raise awareness about accident prevention and OH&S and, in certain facilities, through medical check-up programs.

- c.** Lean Manufacturing and OH&S Management System: In order to ensure the achievement of our objectives, we are implementing an OH&S Management System that complies with OHSAS 18001 requirements or other major standards applicable in countries where we have operations. Moreover, we have adopted the Lean Manufacturing program to prioritize activities for the continuous improvement in health and safety issues.
- d.** Continuous Improvement in Working Conditions: We work to continuously improve working conditions in our facilities through appropriate analysis, identification and assessment of risks, the definition and implementation of preventive and corrective action plans and continuous monitoring of OH&S activities. Through the application of Lean Manufacturing tools, Iveco Group monitors and analyzes the root cause of accidents and incidents to reduce the likelihood of a possible re-occurrence.
- e.** Shared Responsibility and People Involvement: We believe involving our employees in the implementation of this Policy is a critical determinant of success, as responsibility for continuous improvement of OH&S rests with everyone in Iveco Group. We therefore seek to involve and motivate our employees to take an active part in the process through information dissemination, scheduled training and consultation.
- Health and Safety are a priority for everyone in relation to individual roles and competencies. Everybody has to be made aware of his/her individual responsibility for health and safety.
 - Managers and senior executives of Iveco Group companies are also expected to: (1) translate this Policy into operational procedures and practices; (2) identify and communicate targets and deployment plans; (3) develop and spread capabilities and an OH&S-conscious culture; and (4) set an example for all employees, through both words and actions.
 - Our ultimate objective is to promote a proactive approach by ensuring employees at all levels are able to anticipate (and avoid) potential risks before they occur.
 - An adequate level of knowledge and skill in OH&S issues is achieved through dedicated professionals - at each subsidiary of Iveco Group and plant level - who are responsible for supporting, coordinating and monitoring compliance with applicable laws and this Policy.

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- f. **New Investments:** We ensure new investments in production facilities and other assets incorporate the appropriate health and safety technologies to minimize OH&S risks. In particular, ergonomics is a key consideration in the design and upgrading of our workplaces.
- g. **OH&S Through the Value Chain:** Where we have influence, we request our suppliers, dealers, contractors and business associates comply with all OH&S-related rules and regulations and adopt measures and standards which comply with this Policy, thus contributing to an overall improvement in OH&S practices throughout the value chain.
- h. **Commitment Through Products:** Each Iveco Group brand aims to achieve the highest standards related to the preventive, active and passive safety of our products in order to safeguard the health of drivers/operators, passengers and other people. In order to achieve these goals, we:
 - research, develop and adopt functional and technical solutions that contribute to enhancements in the product's safety performance, as well as ergonomic solutions;
 - conduct studies and research in order to find and develop safer and more sustainable materials and compounds;
 - provide information on safe use through Owner and Maintenance Manuals and offer training programs for safe and correct use of our products.
- i. **Substance Abuse in the Workplace:** Iveco Group is committed to a working environment free of substance abuse. Such an environment safeguards the health, safety and security of our employees, our operations and all people who come into contact with our workplaces and property. Substance abuse negatively affects productivity, attendance and on-the-job safety. The unlawful use, possession, sale, conveyance, distribution, concealment, transportation or manufacture of illegal drugs, intoxicants, controlled substances (collectively, "drugs") or drug paraphernalia on Iveco Group premises, in Company vehicles, or while conducting Company business off Company premises is strictly prohibited.

An employee who reports to work under the influence of, or is unfit to work because of, the effects of alcohol or drugs is subject to disciplinary action, up to and including (without limitation) termination from employment consistent with the requirements of local law. Iveco Group reserves the right to search items on Company property, including but not limited to offices, desks, computers, cars, and lockers at any time, to the full extent permitted by local law.

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- j.** Violence in the Workplace: To preserve employee safety and security, all weapons, firearms, ammunition, explosives and incendiary devices are forbidden on Company premises or in Company vehicles. In addition, Iveco Group will not tolerate acts or threats of violence, including extreme or inappropriate verbal or physical threats, intimidation, harassment and/or coercion. If you witness behavior which threatens the safety of people or property, or has the potential to become violent, you should immediately report the issue to your supervisor, Security, Human Resources, or the Iveco Group compliance helpline.

- k.** Smoke-Free Company: All Iveco Group indoor areas are designated "SMOKE-FREE", to provide a smoke-free environment at all sites, to protect non-smokers against the risk that passive smoke poses to health, to ensure better hygiene and cleanliness, to safeguard the outside environment and to boost safety by guarding against increased risk of fire.

All employees, vendors, and visitors are obliged to comply with this policy when carrying out activities at Iveco Group sites and in all other locations to which they are called to perform work for the Group. Demarcated smoking areas will only be allowed outdoors, although Iveco Group emphasizes that smoking can cause both active and passive smokers to become seriously ill and is a factor in environmental pollution.

The Iveco Group Sustainability Report provides stakeholders with an annual update on the key data, targets and other information relating to the Company's OH&S efforts.