

Health, Safety & Environmental Policy

"Act as if what you do makes a difference. It does."

William James

Introduction

MONTENEGRO Srl (hereinafter MONTENEGRO) is an Organisation strongly committed to operating in accordance with a Sustainable Corporate Vision, aimed at supporting *"Quality of Life, throughout the day"*.

The production of alcoholic beverages, associated with the distribution of Spirits premium products, is the Core Business of MONTENEGRO. The management and administrative unit of the Company is located in Zola Predosa (BO), Headquarters of Gruppo MONTENEGRO, while its manufacturing activity takes place in San Lazzaro di Savena (BO) and in Teramo (TE).

Topics related to *"Health and Safety protection on the job & Environment"* (hereinafter HSE) occupy a key position in this regard, from the point of view of both Community and Consumers, and in terms of the Quality of life of its Employees.

Our HSE Policy is updated every year, based on the company's Corporate Vision, the related KPI Objectives and to HSE targets which have been set by the Organisation.

Background and strategy

Our organisation combines Quality Control and Food Safety activities with actions aimed at managing and reducing its Environmental impact, as well as to ensure Health and Safety on the workplace, achieve continuous improvement of the company performance levels, possibly through the on-going involvement of its Stakeholders.

MONTENEGRO's core business is the production of spirits in a way which is mindful of the Environment and of all Employees working on behalf of the Organisation.

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MONTENEGRO

SPIRITS DIVISION

The implementation of an HSE Integrated Management System and the choice of strategic planning tools by MONTENEGRO requires our company to:

- meet all requirements and maintain conformity with the laws and regulations in force, as well as with other undertakings signed on a voluntary basis, related to Environmental elements and to all aspects of its Employees' Health and Safety;
- conduct a careful Analysis of the Context in which the Organisation operates from an HSE perspective;
- select an approach based on Risk Assessment to manage the company's Business in a preventive and proactive way, also integrating Environmental elements and those related to the its Employees' Health and Safety;
- choose technical-management measures to strike the right balance between Sustainability and Productivity, in order to prevent industrial accidents, injuries and diseases;
- guarantee safe and healthy conditions on the workplace, protecting its Employees by eliminating hazards and containing risks for Health and Safety;
- contain any environmental impacts, prevent pollution and protect the Environment;
- assign the necessary responsibilities and authority to achieve corporate objectives, making sure that key Players are duly informed and trained about Health, Safety and Environmental risks;
- promote the involvement and cooperation of the various company Stakeholders, then implement in-house and external communication instruments to ensure a rapid, efficient and effective response in respect of the needs of the said Stakeholders;
- refer to and use suitable instruments for involving Employees and their Representatives in the management of Environmental, Health and Safety aspects;
- monitor and assess the Environmental, Health and Safety performance of its employees.

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Group objectives

Based on the strategic elements selected and on the outcomes of the organisational Context Analysis, MONTENEGRO has established the following priority action areas for its HSE Integrated Management System:

- precise monitoring of the company's HSE performance by choosing specific KPIs and the related Targets;
- implementing an effective control of supply chains and suppliers;
- optimising the definition and management process of its Human Resources' competences and skills;
- establishing a structured communication pathway for Sustainability-related topics;
- increasing the involvement level of the company's Employees and Stakeholders in respect of HSE-related topics;
- developing corporate instruments aimed at the management and precise control of all HSE-related aspects in order to optimise efficiency and effectiveness.

MONTENEGRO is committed to guaranteeing the necessary resources to implement the HSE Integrated Management System effectively and efficiently, promoting all actions aimed at raising awareness and involving all its Staff and external Stakeholders to achieve the expected goals.

For the various plants which are included in the Legal Entity MONTENEGRO Srl, the specific Objectives listed in the following section have been identified.

Plant-specific objectives

Montenegro Srl in ZOLA PREDOSA (BO)

- Upgrading monitoring processes on Energy use aimed at developing efficiency programmes for the company's plants and equipment;
- Containing infrastructure-related risks;
- More in general, upgrading the work Context with regard to HSE-related elements.

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Montenegro Srl in SAN LAZZARO di SAVENA (BO)

- Upgrading the monitoring processes on Energy use aimed at developing efficiency programmes for the company's plants and equipment;
- Containing risks related to Infrastructures/Plants/Machinery/Equipment and risks associated with ergonomics;
- Serious Accident Prevention (SAP) through constant involvement of its Employees, monitoring dedicated indicators and establishing targets for improvement;
- More in general, upgrading the work Context with regard to HSE-related elements.

Montenegro Srl in TERAMO (TE)

- Developing Energy efficiency programmes for the company's plants and equipment based on the monitoring system of natural resource intake;
- Containing risks related to Infrastructures/Plants/Machinery/Equipment and risks associated with ergonomics;
- More in general, upgrading the work Context with regard to HSE-related elements.

Place and date: Zola Predosa (BO), 23 June 2020

Montenegro Srl
the Legal Representative

Marco Giovanni Ferrari



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