

# BVLGARI

## HEALTH AND SAFETY POLICY

### OUR VALUES AND HEALTH AND SAFETY VISION

For Bulgari, Sustainable Development practices are about balancing social, environmental and economic values into the core strategy and operations of the Company.

Bulgari is a byword of excellence. Our clients and stakeholders fully rely on the fact that this dedication to excellence is reflected in extremely high standards of behavioral integrity and business practices.

This Policy expresses Bulgari's commitment to protect and promote human Health, Safety and Well-Being as an integral part of its values and culture.

#### ***Our Vision***

*The protection and promotion of Human Health, Safety and Well-Being are our top priorities in everything we do.*

*At Bulgari, we believe that all our activities have to be carried out in the full respect of the Health, Safety and Well-Being of all people involved/who concur to our business; the culture of "zero" accidents and occupational diseases with no compromises has to be promoted at all levels of the organization. We foster a proactive and conscious involvement of all employees as an essential pillar for the improvement of safety and well-being conditions at workplace.*

Furthermore, as part of the LVMH Group:

We share the fundamental Values of LVMH and the principles expressed in the LVMH Code of Conduct, which we fully adopted, including the commitments to the Health and Safety. In addition, Bulgari is fully committed to respect and promote internally the LVMH Group Health and Safety Policy, involving a risk-based approach on Health and Safety topics based on the following 5 pillars:

1. Identify Health and Safety Risks
2. Establish an Health and Safety action plan
3. Manage the Health and Safety approach
4. Ensure all employees have an active role in Health and Safety
5. Maintain a virtuous culture for a safe environment.

Our Values and Commitments for Health and Safety are also inspired by the 2030 Agenda for Sustainable Development of the United Nations, including the Sustainable Development Goals, and other voluntary standards applicable to our company, among which the Responsible Jewellery Council Code of Practices and the ISO45001 – Occupational Health and Safety Management System.

### OUR COMMITMENTS FOR HEALTH AND SAFETY

Compliance with applicable national and international Health and Safety laws, rules and regulations is a prerequisite for conducting our activities.

We intend to exceed legal and regulatory requirements through the adoption of best practices as well as the promotion of the Health, Safety and Well-Being of our employees and all people involved in our activities in order to develop a 'zero accidents' culture.

## **We are committed to:**

- Implementing a Health and Safety Management Systems, inspired by the best international and industry standards for occupational prevention and protection of people (e.g. RJC COP, ISO45001:2018) and appropriately declined in each part of the organization;
- Guaranteeing, for each workplace, the identification of people with appropriate responsibility on Health and Safety and the implementation of proper systems to allow employees to raise and discuss health and safety issues with the management;
- Adopting a preventive and risk-based approach in the Health and Safety management, by assessing risks of workplace hazards and taking proper measures to minimize risks of accidents, injuries and occupational diseases to employees and individuals involved in our activities.
- Ensuring that all workplaces constitute adequate working environments in accordance with or exceeding applicable law standards to prevent all H&S risks and with specific reference to hygienic conditions, access to water, air quality, lighting, noise levels and temperature, ventilation, building permits, emergency procedures, hazardous substances, personal protective equipment, on-site first-aid provisions;
- Providing access to LVMH Group and internal trainings and information about Health and Safety to employees, in a form and language they can understand, to make them aware of specific risks and hazards in connection with their activities and to promote the culture of prevention;
- Fostering the continuous improvement of Health, Safety and Well-Being standards by monitoring performances, supporting behavior-based safety culture at the workplace and involving employees asking for their feedbacks and suggestions.

## **SCOPE**

Bulgari's Health and Safety Policy is applicable to all Bulgari's activities.

The Values and Commitments stated in this Policy define a common framework for the entire Maison Bulgari that must be applied proactively and consistently by all employees and each part of the organization, taking into account the peculiarities of the activities and the specificities of the territories where they operate.

Furthermore, our Values and Commitments lead us to promote the culture of Health and Safety of people among our stakeholders, customers, employees, suppliers, subcontractors, business partners, local communities and institutions.

## **RELATED POLICIES AND DOCUMENTS**

*International references and voluntary standards:*

2030 Agenda for Sustainable Development of the United Nations, RJC Code of Practices, ISO45001:2018 - Occupational Health and Safety Management System;

*LVMH related codes, policies and documents:*

LVMH Code of Conduct, LVMH Social and Environmental Responsibility Report; LVMH Group Health and Safety Policy

*Bulgari related policies and documents:*

LVMH Supplier Code of Conduct, Human Rights Policy, H&S or HSE Policies specific to Bulgari Legal Entities, HR Management Procedure, Security Procedure, Suppliers Risk Management Procedure.

## **COMMUNICATION**

This Health and Safety Policy is communicated to all employees and it is publicly available in order to share our values and commitments with external stakeholders as well as contribute to spread the culture of Health and Safety.

## **RESPONSIBILITY AND SIGNATURE SECTION**

Overall responsibility for this Policy resides with the CEO.

July 2020

The Bulgari Health & Safety policy was reviewed in 2023.

Signature:

Jean-Christophe Babin

Chief Executive Officer

