



# **Pact of responsibility between the company and its workers, relating to the fight against the spread of COVID-19**

***VIRTUS SECURITATEM PARIT***

**Virtue generates safety**

Following the issue of the new Prime Ministerial Decree of 26/10/2020, you are reminded of the safety principles to be kept active to reduce the possible contagion from COVID-19, in order to protect yourselves and the Company from possible contamination.

To this end, this document aims to recall all the principles indicated in the aforementioned Prime Ministerial Decree and each worker is required to comply with it, to ensure that in this critical phase for our country and our economy, everyone makes the maximum feasible effort to reduce possible contagion and to continue working safely, without further lockdowns, which would be tragic.

Below we remind you of the principles to be adopted for the coming months, until the issue of new protocols that may make our behavior less restrictive.

We do not want to limit personal freedom in any way, but we want to show that each of us is the guarantor for others and acts in the best possible way, even outside working hours, in order to reduce the chances of contagion.

Therefore, every worker is required to commit to the following:

- always maintain a safety interpersonal distance of at least 2 meters;
- wear the surgical mask correctly, in any closed environment and even outdoors, unless you are completely isolated from other people or if you are carrying out physical activities (in isolation, however);
- wash your hands thoroughly and frequently and sanitize them with special products every time you enter and leave enclosed areas;
- absolutely avoid crowded places, indoors and outdoors, unless there is an urgent need (hospitals, supermarkets, etc);
- prefer, for daily needs (for example shopping), less crowded hours;
- avoid leaving the house except for strictly essential needs, for work or personal reasons, avoiding the use of catering services in places that do not guarantee adequate anti-contagion spaces and systems (prefer outdoor spaces);
- avoid as much as possible the use of public transport, including to go to work;
- business trips will be explicitly authorized by the Employer or his delegate and should preferably take place with the use of separate cars if there is more than one person involved. The hotel, if essential, will be carefully chosen also according to the anti-contagion protection protocols adopted;
- smart working is encouraged, on the basis of that defined in individual agreements and agreed with one's manager. Activity from home will still be the subject of planning by the coordinators of the various working groups both at a briefing moment in the morning and at a debriefing in the evening in the manner that will be defined



and shared. Any need or problem encountered in carrying out the work, such as the connection, must be reported to the coordinators, in order to identify how the company can contribute to the solution.

You are required to promptly notify the company if these behaviors, have been disregarded, even independently of one's own will, in order to identify further precautions to be implemented. If you are sure that you have come into contact with infected or suspected people, you are required to adopt mandatory self-quarantine until a negative swab test is performed.

All the other indications already provided for in the "COVID-19 EMERGENCY COMPANY PROTOCOL" are maintained and implemented for the regulation of access at headquarters and to customers' premises, the sanitization provided for in the plants, the health protocol adopted, the procedure in case of identification of a suspected infected person.

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