

Occupational Health & Safety Policy

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Our **Occupational Health & Safety Policy** is a cornerstone of the values deeply held at all **Accenture Group** legal entities in Italy. It reflects our determination to comply with all applicable laws and regulations and be respectful of the rights of all those most directly affected. Accenture's unwavering commitment to safeguard the quality of the workplace environment and the health and safety of all who work within it gives us a distinguishing competitive advantage on the market and underpins how seriously we take our responsibility as a corporate citizen.

Our Policy aims to:



Prevent risks and contain undesired consequences to safeguard our employees

- Identify and analyze **the risks inherent in all Company activities**, bearing in mind the full range of services that we provide to our Clients and how we deliver them.
- Define and implement a **Risk Prevention Plan** that includes specific actions to prevent workplace accidents and illnesses.
- Ensure the **adoption and correct use of technologies** that are the most appropriate from the Occupational Health & Safety standpoint.
- **Invest** adequate human and financial resources.



Monitor, measure and control the Occupational Health & Safety system with a view to continuous improvement

- Design and build a specific system to **monitor Occupational Health & Safety** quality and quantity indicators.
- **Measure and evaluate** those indicators periodically and constantly identify improvement opportunities.
- Implement **rigorous methodologies** to monitor the management of Occupational Health & Safety actions.



Activate and sensitize all internal and external actors involved to promote a strong sense of responsibility

- Foster and develop a culture of safety through information campaigns and virtuous behaviors by **Management**. Involve to the maximum extent possible all **Accenture legal entity governance bodies in Italy**, including the Executive Committee, Boards of Directors and the 231 Model Supervisory Board.
- Activate and sensitize **personnel at all levels**, assigning specific roles and responsibilities within the Occupational Health & Safety framework and roll out information and training programs.
- Ensure that **employees engage** and are consulted [on OH&S matters] directly or through their OH&S representatives.
- Facilitate the **involvement of all Italy legal entity Health & Safety services** in safety issue management to help identify adequate prevention and protection measures that comply with legal requirements.
- Require **vendors** who collaborate with the company and **Clients** at whose premises we roll out services to adopt and comply not only with the applicable laws and regulations in force regarding Occupational Health & Safety but also Accenture's Policy.
- Plan and implement the best emergency management measures and procedures, also in collaboration with the relevant **Authorities**.



Invest in the Occupational Health & Safety system as a distinguishing strategic asset that helps give Accenture competitive edge on the market

- **Communicate** to the market the measures that the Accenture Group's legal entities in Italy take at all levels in order to safeguard our resources, and illustrate how they help **create value** during the **qualification** processes with our public and private sector Clients.
- **Collaborate** actively with our Clients to ensure compliance with Accenture's Occupational Health & Safety Policy in all work environments as a **prerequisite tool for delivering the highest quality services on the market**.

The Occupational Health & Safety system in force at the Accenture Group's legal entities in Italy is based on the core principles of the Accenture Occupational Health & Safety Policy and is fully compliant with the laws and regulations that from time to time apply in Italy. The system is reviewed and updated continually to align with newly introduced rules, evolutions within the Company and the expectations of the actors involved.

Accenture actively encourages all personnel, functions and legal entities to champion the principles described in this document and encourages all Accenture people to live these Occupational Health & Safety principles as part of their daily experience.

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