

Worker Health and Safety

OBJECTIVES

Worker health and safety beyond law obligations
To disseminate healthy lifestyles.

ACTIONS

Achieving the 45001 certification for Trafilix Industries.
Maintaining the WHP project.
Training exceeding obligations

We aim at a stimulating and motivating work environment where the culture of safety, health and prevention plays a leading role and where all are committed to give correct support and maximum contribution to achieve the goals established.

The topic “Worker Health and Safety” bears witness to the company’s will to disseminate a robust culture on such issues and promote healthy lifestyles.

The Group operates to keep a high level of safety at the workplace and concurrently tries to understand the workers’ needs to improve their participation and contribution.



HAZARD IDENTIFICATION, RISK EVALUATION AND ACCIDENT INVESTIGATIONS

The Group constantly updates its risk evaluations in compliance with current regulations and implements the relating prevention, protection and hazard management measures.



WORKER PARTICIPATION AND ADVICE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS AND RELATING COMMUNICATION

We encourage all our employees to notify whatever risk and dangerous situation to the Workers’ Safety Representatives and other persons in charge for immediate action. The Workers’ Safety Representatives and the Unitary Trade-Union Representatives are constantly consulted and involved.

A whistle-blowing system is operational in Lucefin, the Italian production units and the Comet Acciai S.r.l. distribution site. Accidents, incidents and near misses are analysed by means of in-house investigations.



WORKER TRAINING ON HEALTH AND SAFETY AT THE WORKPLACE

All workers are kept updated and trained through e-mails, board notices and additional mandatory training courses, also from remote, entrusted to qualified internal or external trainers.

Training beyond obligations plays a critical role within the company as a distinctive value for both the individuals and the organisation that can be pride of highly skilled personnel in line with the market.

In view of raising the staff qualification level, in 2023 the Group launched a theoretical and practical training path on safety intended for the distribution units and focussing on material handling, means loading, risk evaluation for operator safety, and adoption of a conscious and safe behaviour.

OCCUPATIONAL MEDICINE SERVICES

The Group has appointed the Company Physicians qualified to check employee suitability for the job, cooperate in hazard and risk evaluation, and carry out site inspections.



WORKER HEALTH PROMOTION



In 2023 Trafilix launched the WHP Lombardy Network project in its Valle Camonica sites. It was certified as a WHP Company in 2024. This programme is aimed at promoting health in the work environments by preventing behavioural risk factors. In the first year, the following “good practices” were implemented in the areas indicated:

Prevention:

- Health risk prevention posters
- Free breast examination

Always within the WHP project, a questionnaire prepared by the health protection agency “ATS della Montagna” was administered internally, which provided knowledge of the company’s “Health Profile”. This is an essential tool to assess the diffusion of some risk factors and allow the health protection agency to suggest new initiatives and good practices to the company to be implemented in the three-year period.

The Group is willing to implement the following actions in the **coming three-year period**:

- achieving the UNI EN ISO 45001 certification in the Trafilix Industries sites. The standard specifies the requirements for an occupational health and safety management system. It establishes a framework to improve safety, decrease risks at work and improve the worker health and well-being, thereby increasing health and safety performances in whatever organisation that decides to certify its management system upon accreditation;

Nutrition:

- Posters “Hints to a healthy lifestyle”
- Vending machines with an healthy food offer (minimum 30% of healthy food)
- Free water dispensers in all of the Group’s sites.

Active lifestyle:

- Promotion of appealing offers: A valley by bike -The more you pedal, the more you earn
- Promotion and organisation of sports event: iO21ZERO97 - The Nice Race
- Sports and fitness agreements:
- Promotion of events to raise awareness and enhance active mobility

Transversal practices:

- Started the training of the Company Physician about minimal advice and/or motivational counselling

The WHP initiatives are available in all Group sites in Italy, even if not registered in the network.



- maintaining the WHP project by means of new “good practices” for the adoption of healthy lifestyles, namely fight against smoking and addictions and support from the company physician;
- training courses beyond obligations, organised in accordance with the professional needs of the co-operators.

Accidents at Work

	PRODUCTION UNITS INDEX TOTAL			WAREHOUSES INDEX TOTAL + LUCEFIN and TRAFILIX DARFO OFFICES		
	2021	2022	2023	2021	2022	2023
Accidents per year	10	18	9	10	9	12
Employees	305	306	294	243	249	242
Total post-accidents days off	482	670	382	353	332	535
INAIL hours	469.700	471.240	452.760	374.220	383.460	372.680
Frequency rate IF = N / (O x 1.000.000)	21,29	38,20	19,88	26,72	23,47	32,20
Severity rate IG = G / (O x 1.000)	1,03	1,42	0,84	0,94	0,87	1,44
Average accident duration DM = G / N	48,20	37,22	42,44	35,30	36,89	44,58
Severe accidents (> 180 gg)	0	0	0	0	0	1
Medium accidents (> 40 gg)	3	7	3	4	4	0

Note: Rates are calculated as instructed by INAIL, the Italian work-related insurance body. The values shown in the previous report were checked and amended, as required.

	2021	2022	2023
NEAR MISSES	38	23	14
MAIN TYPES OF WORK ACCIDENTES	Bruises, crushing, sprains, and tripping		
NUMBER AND RATE OF DEATHS FOLLOWING WORK ACCIDENTS	No deaths		

During the year audits are conducted to identify hazards and risks, analyse accidents and near misses and find potential areas for improvement.

