



Fiat Industrial Group Health and Safety Guidelines

Foreword

As a Group, we are committed to protecting and promoting the health and safety of our employees and customers which we consider a top priority in the overall approach to our business.

We believe our first responsibility towards our employees and any other person at our sites is to ensure a healthy and safe working environment.

Health and safety means not only preventing accidents and disease but also improving the working environment and workplace conditions.

This approach is fundamental to achieving 'world-class' performance in our processes and we consider it key to the economic success of our products and, more generally, the Group.

The Fiat Industrial Group "Health and Safety Guidelines" provide basic principles to be followed at our plants and other sites worldwide and provide clear directions on how to set and update targets and implement a responsible approach in the execution of daily activities.

They also provide directions for designing and developing products to ensure that the health and safety of those who use them is taken into consideration.

Legal framework

The fundamental legal framework for all our activities is represented by both existing laws and standards endorsed by Fiat Industrial Group.

Objective: "Health and Safety first"

Group companies aim to avoid incidents, prevent occupational disease and minimize other OH&S¹-related risks by adopting a preventive approach in all significant activities ranging from the choice of materials, tools and machinery to production processes.

Moreover we aim to promote health and safety also addressing the health of workers through widely spread training sessions held in order to raise the awareness of employees on accident prevention and OH&S and, in several sites, through medical checks-ups programs, which include periodic visits as well as those requested by workers themselves.

Occupational Health and Safety Management System

In order to ensure achievement of our objectives, we are implementing an OH&S Management System which complies with OHSAS 18001 requirements or other major standards applicable in countries where we have operations.

Continuous improvement in working conditions

Continuous improvement in working conditions is ensured through the appropriate analysis, identification and assessment of risks, the definition and implementation of preventive and corrective action plans and continuous OH&S monitoring activities.

Through the application of World Class Manufacturing tools, the Group companies monitor and analyse the root cause of the systems' failures to prevent a possible re-occurrence.

¹ OH&S = Occupational Health and Safety



Shared Responsibility and People Involvement

We believe that involving employees in the implementation of these guidelines is a critical determinant of success, as responsibility for continuous improvement of OH&S rests with everyone in the Group. We therefore stimulate and motivate employees to take an active part in the process through information dissemination, scheduled training and continuous consultation.

"Health and Safety first" is a priority for everyone in relation to individual roles and competences. Everybody has to be made aware of his/her individual responsibility for health and safety.

Managers and senior executives of Group companies are also expected to: a) translate these guidelines into operational procedures and practices; b) identify and communicate targets and deployment plans; c) spread capabilities and an OH&S-conscious culture; d) set an example for all employees.

Our ultimate objective is to promote a proactive approach by ensuring that employees at all levels are able to anticipate potential risks before they occur.

An adequate level of knowledge and skill in OH&S issues is guaranteed by professionals – at each Group company and plant level - who are responsible for supporting, coordinating and monitoring compliance with these guidelines.

New investments

We ensure that new investments in production facilities incorporate the appropriate health and safety technologies to minimize OH&S risks. In particular, ergonomics is a key consideration in the design and upgrading of workplace.

OH&S through the value chain

Where we are able to exert significant influence, we request that our suppliers, dealers, contractors and business partners comply with all OH&S-related rules and regulations and adopt measures and standards which comply with these guidelines, contributing to an overall improvement in OH&S policies throughout the value chain.

Commitment through products

Each company in the Group aims to achieve the maximum standards regarding preventive, active and passive safety of our products and safeguard the health of drivers, passengers and other users. In order to achieve these goals, we:

- research, develop and adopt functional and technical solutions that contribute to enhancements in the vehicle's dynamic performance,
- continuously conduct studies and researches in order to find and develop safe and sustainable materials and compounds as well as ergonomic solutions for our vehicles/products,
- provide consulting and promote training programmes for our salesmen for safe and correct driving behaviour.

Fiat Industrial Group Sustainability Report provides stakeholders with an annual update on the key data, targets and other information relating to OH&S.

The guidelines will be amended periodically to remain current with best practice.

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