

## **Policy for the Management of Workers' Safety**

Safety and health in the workplace is a fundamental ethical value at STARHOTELS S.p.A.. The strategic goal of STARHOTELS S.p.A. is to ensure that the directional offices in Florence and all our hotels are healthy and safe workplaces for employees, contracted workers and guests.

This Policy, issued by the company's Senior Management and circulated by Departmental Supervisors, defines the principles of the Occupational Health and Safety Management System.

Within their activities, STARHOTELS S.p.A. intends to guarantee:

- the safety and health of their collaborators, guests staying in their accommodation, contracted personnel and third parties;
- the creation and management of safe and healthy workplaces;
- the development of administrative activities, hotel management and maintenance, in technical, organizational and economic terms, in order to ensure a low number of, if not zero, accidents and adequate accident prevention;
- the total application of mandatory health and safety laws and compliance with the OHSAS 18001 standard;
- the protection of guests' safety;
- the protection of the environment.

To guarantee the intentions outlined above, STARHOTELS S.p.A. will:

- Devise and plan the Safety Management System, beginning from an analysis of procedures, through the identification of related dangers and risk evaluation, in accordance with mandatory regulations, such as national and international legislation, laws, standards and guidelines.
- Always ensure the Occupational Health and Safety Management System is suitable for nature of risks.
- Strive to prevent accidents and work-related illnesses by working to continually better the management of the Occupational Health and Safety Management System and related activities.
- Provide the Occupational Health and Safety Management System with the human and financial resources necessary to pursue the System's objectives.

- Identify and implement organizational measures for the elimination or minimization of risks to negligible values.
- Carry out regular development & informational training with the personnel and reviews of competencies/knowledge in order to continuously improve.
- Promote and incentivize “best practices” related to safety, respecting the rules, professionalism, and prevention of negative personnel behaviours.
- Institute appropriate process control systems and the risks associated with them.
- Reexamine policies and the system to verify their application and effectiveness; adopt appropriate corrective or preventative measures in order to continuously improve.
- Establish and periodically review the objectives of Occupational Health and Safety.
- Communicate the policy to all personnel so that everyone is aware of the obligations of the Occupational Health and Safety Management System.
- Raise awareness so that these obligations can involve all interested parties.

Furthermore, this policy will be reviewed at least once a year, together with the objectives for the improvement of employee health and safety, during the Senior Management Review.

Florence, 3rd May 2016