



HEALTH AND SAFETY POLICY  
OF DUCATI MOTOR HOLDING S.p.A.

SSL - POLICY


Identification:  
1.P\_POL\_5.2\_SSL

Rev. 01  
Data. 18/11/2020

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Revision	Notes	Date
Rev. 0	Creation of the document	12/10/2020
Rev. 1	Update following the pre-audit by the certification body	18/11/2020

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Ducati Motor Holding S.p.A. (hereinafter Ducati or the Company) is a Company of the Audi Group that produces sport-inspired motorcycles distinguished by high-performance engines, innovative design and cutting-edge technology.

Ducati is committed to organising working methods and procedures, according to the complexity of the company processes, able to ensure immediate and direct interventions in compliance with regulatory changes and strategic objectives in terms of health and safety at work.

To meet this commitment, Ducati is voluntarily implementing an Occupational Health and Safety Management System in compliance with UNI ISO 45001:2018 and from which the following values pursued by the Company emerge:

- › **Prevention and Protection:** the protection of health and safety at work is one of the key objectives of Ducati, which aims to continuously improve its performance, with particular reference to reducing accident rates and reports of occupational illness. To this end, Ducati periodically analyses the context in which it operates (in the broadest sense of the term), defining the internal and external factors within the organisation that may affect the achievement of its objectives and identifying the actions to be taken to prevent events detrimental to the health and safety of employees.
- › **Sense of belonging:** Ducati believes that each person within the company organisation represents, through his or her work, an added value to ensure the implementation and spread of a working culture aimed at protecting health and safety in all the Company's workplaces and those in which its employees work, including those where sports competitions are held. For this reason, Ducati's top management is at the fore front to promote safe workplaces and working conditions, also focusing on the needs of its employees, thus cultivating a sense of belonging to the Company.
- › **Competence and Awareness:** Ducati ensures that each person, at all levels, is continuously committed to contributing to creating a safe workplace and minimising the risks for themselves and other employees, for external personnel working in Ducati's workplaces and for guests. This is done by carrying out his or her activities in compliance with applicable laws and company procedures and instructions, as well as with the awareness of the role held and the competence in carrying out his or her duties, so that accidents, near misses and occupational diseases are avoided, or at least reduced. In order to spread awareness among all personnel and increase their competence and knowledge in the field of health and safety at work, Ducati promotes constant information, training and education activities.

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- › **Transparency:** Ducati communicates with stakeholders in a clear, truthful and fair manner and in compliance with the law, professional principles and fairness. Collaboration with all affected parties is based on transparency and mutual trust, in order to guarantee a communicative flow with all the interested parties.
- › **Participation:** Ducati manages its activities in line with the needs and expectations of stakeholders that are considered relevant to Ducati and that affect its ability to achieve its objectives. For this reason, Ducati periodically consults its workers, also through their representatives.

Therefore, in order to implement this, Ducati is committed to:

1. Providing suitable, safe and healthy workplaces, safety equipment, work procedures and instructions consistent with the context in which the Company operates;
2. Identifying clear and measurable objectives that are consistent with this policy by defining and implementing effective action plans to achieve them;
3. Constantly monitoring workplaces and the performance of activities, in order to ensure their compliance with applicable mandatory requirements, whether they derive from national legislation or from the Occupational Health and Safety Management System, which Ducati has adopted;
4. Eliminating hazards and reducing risks to health and safety at work, through an ongoing process of risk identification and assessment and implementation of actions for the same purpose;
5. Monitoring and analysing occupational health and safety performance, in order to implement actions to ensure continuous improvement of such performance over time;
6. Continuously involving employees, directly or through their representatives, in all activities concerning their health and safety and that of the stakeholders.

For approval:

  
 Claudio Domenicali  
 CEO – Chairman of the Board

  
 Giovanni Fallone  
 Infrastructure & EHS