



OCCUPATIONAL HEALTH AND SAFETY POLICY

This policy, based on the provisions of national and Community legislation in the area of occupational health and safety is part of the Occupational Health and Safety Management System (OHSMS) of Banca Monte dei Paschi di Siena S.p.A., established according to OHSAS 18001 (Occupational Health and Safety Assessment Series) specifications, the principles of which are primary references for the general objectives of corporate management.

The OHSMS consists of the following basic principles, in compliance with which the Bank pledges to:

1. communicate the corporate Safety Policy, its underlying principles and objectives to its stakeholders by the most appropriate means;
2. comply with Italian and European legislation in the area of occupational safety and health, considering also technical regulations and international standards when appropriate;
3. take preventive measures as part of occupational safety and health management work focusing on proactive and anticipatory identification of corporate risks, in order to avoid job-related accidents and the onset of work-related diseases;
4. constantly identify residual risks present in the workplace, applying the measures best suited to reducing them to an acceptable level, constantly developing new methods and computer aids aimed at evaluating and analysing them, and adopting the most effective tools and organisational setups;
5. enhance human resources by developing specific skills and training, key elements in the corporate mission that characterise all of the MPS Group's choices, in order to make workers aware of their own responsibilities and the need to work in compliance with current legislation and internal operating standards;
6. inform all those present within corporate environments (employees, suppliers, customers) about the organisation responsible for managing safety and emergencies, and about the risks present and the relative prevention and protective measures adopted;
7. select supplies by considering aspects relating to occupational health and safety and promote joint programmes to manage and resolve any risk situations in a spirit of mutual cooperation, and to adopt a procurement policy that protects worker health and safety and that of the environment and of people in general;
8. promote worker involvement in corporate occupational health and safety objectives, including through their safety representatives;
9. pursue constant improvement by using the necessary resources, supporting, monitoring and actively promoting achievement of the objectives set in the OSHMS;
10. promote integration of the principles of occupational safety and health in managing all corporate activities, including the design and maintenance of buildings and facilities;
11. orienting and guiding companies in the Montepaschi Group to work according to the principles described above, requiring them to adopt the present Safety Policy and adhere to the OSHMS.



With the objective of establishing a technical and organisational point of excellence in banking, in managing corporate safety the Banca Monte dei Paschi di Siena S.p.A. has taken all steps necessary to develop the Occupational Safety and Health Management System and to integrate it into the company's other management systems, and to extend it to other companies in the Group, also promoting initiatives aimed at disseminating the occupational safety and health ethic and interaction among corporate offices so as to obtain cooperation aimed at achieving corporate efficiency in terms of safety, ensuring the traceability of the relative responsibilities.

Taking into account the changes that may arise in the social, legislative and technical context, the Safety Policy will be periodically re-examined in order to ensure that it stays relevant and appropriate for the company's organisation and for the nature and scale of corporate risks in the area of occupational safety and health. The Bank's top management and all management is responsible for guiding implementation of the Safety Policy; its success depends on constant commitment and compliance on the part of all personnel. The Safety Policy is an essential point of reference for defining and re-examining safety and health objectives in order to achieve constant improvement, and it is available for consultation to anyone who requests it.