

ANNEX 05

Health & safety policy

TFL Tours complies with all general and specific obligations related to the protection of workers' health and safety in the workplace, as well as accident prevention.

The office premises are in compliance with the law and undergo periodic safety inspections. Our employees are trained and undergo periodic safety refresher courses.

The company that follows TFL Tours for safety at work is Ghetti Consulting - Equipment training and safety at work in Tuscany: consulting services for companies and training courses in Italy. Website: <https://www.ghetticonsulting.it>

We have a Workers' Safety Representative**, three fire wardens and three first-aid officers.

**Workers' Health and Safety Representative (in Italian RLS) is the “person, elected or appointed to represent workers with regard to aspects concerning health and safety at work”. The Workers' Health and Safety Representative's duties include:

- Supervise the quality of the work environment (hygiene);
- Participate in all stages of the work risk prevention process (from hazard identification to the design and implementation of prevention and protection measures);
- Acting as a point of reference between employer, workers, union and institutions;
- Monitor risk conditions in the company and in case of change in risk conditions asks the Employer to convene a special meeting;
- Promote health and safety activities such as the development, identification and implementation of suitable preventive measures to protect the health and physical integrity of workers;
- Formulate proposals and initiatives pertaining to prevention activities;
- Formulate appeals to the competent authorities if the measures adopted by the company for risk prevention and protection and the means used are not suitable to ensure the safety and health of workers;
- Participate in the visits and inspections of the competent authorities by making his/her own observations;
- Notify the company manager of risks identified in the performance of his or her role.