



Lane, a subsidiary of the Webuild group, acknowledges the profound impact our



- 5. Protect human health and safety** – Lane considers the protection of the health and safety of its workers as an unnegotiable priority in all phases of project design, construction, and development. Therefore, Lane is committed to adopting the highest safety standards, implementing preventive measures, and promoting a culture of zero risk behaviors with a goal of “zero accidents”.
- 6. Human rights and valuing all people** – Lane respects the human rights of all individuals and creates programs and initiatives that promote a diverse and inclusive work environment, equal opportunity, and a culture of belonging. The Company supports its employees in developing their skills to fully realize their potential and to contribute their best.
- 7. Environmental protection** – Lane safeguards natural ecosystems, biodiversity, and cultural and landscape heritage by considering the entire life cycle of its projects and implements the best practices to mitigate and avoid negative impacts,

This Policy, along with the Code of Business Conduct and Ethics, and Vendor Code of Conduct, serves as a reference for all those who operate at Lane. The company is responsible for ensuring the proper application of the policy contents by identifying measurable objectives and monitoring their achievement through specific key performance indicators.

July 2024

A handwritten signature in black ink, appearing to read "Daniele Nebbia", written over a set of horizontal lines.

Daniele Nebbia
Executive Vice President & Chief Operating Officer