

## NOTICE FOR EXTERNAL WORKERS

As of 15 October 2021 and until the end date of the state of emergency (currently 31 December 2021), in order to access or remain in a workplace, anyone who performs, for any reason, his or her work, training or volunteering activities is required to possess and provide the valid COVID-19 green certification (a.k.a. green pass) (Article 9-septies of Decree-Law no. 52/2021, introduced by Decree-Law no. 127/2021).

Please note that the certification is issued following vaccination, recovery from COVID-19 or negative test (rapid antigenic or molecular, the latter also on a saliva sample).

The green certificate can be presented in paper or digital format and will be checked by scanning the QR Code affixed to it.

The obligation to possess and show, upon request, the green pass does not apply to persons exempt from the vaccination campaign on the basis of appropriate medical certification (Ministry of Health circulars of 4 August 2021 and 5 August 2021). For the purposes of entering workplaces, these individuals are required to show the relevant certification on request.

The law sanctions the employer if he does not organize and carry out verifications and does not formally identify the persons in charge of them.

For the purpose accessing our workplaces, verifications will be carried out according to the procedure for the organization adopted by the company. Please forward this document to your employees who access our workplaces, urging them to read it and comply with the instructions contained therein. Please note that, in the event of failure to possess and/or present a valid green pass, the worker will not be allowed access to company premises and, in the event of an internal verification, will be required to leave the premises immediately and, in the latter case, will be subject to the payment of **an administrative fine of between €600 and €1500**, which may be imposed by the competent authorities, in addition to **disciplinary sanctions**, in accordance with current regulations.

It is emphasized that, for all legal purposes, it will not be possible to accept the work and contractual service. You are therefore requested to ensure that the employee will be in possession of a valid green pass when entering the company. The company reserves the right to assess the possible negative consequences of personal choices on the organization of work and production activity.

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