
	MANAGEMENT SYSTEM	Ref.: VCDA01	Page: 1/4
TRANSMITTER: MANAGEMENT	OBJECT: MANAGEMENT SYSTEM POLICY	Emission: 02/01/2023	Add. 1



POLICY FOR HEALTH AND SAFETY AT WORK, QUALITY, SUSTAINABILITY AND INFORMATION SECURITY

	MANAGEMENT SYSTEM	Ref.: VCDA01	Page: 2/4
TRANSMITTER: MANAGEMENT	OBJECT: MANAGEMENT SYSTEM POLICY	Emission: 02/01/2023	Add. 1

Axians Italia S.p.A. (Axians) is an Italian **Global System Integrator** and front-runner that offers innovative integrated services in the IT and Digital Communication sectors, with a strong focus on Research and Development.

Axians provides consultancy, design, integration, maintenance and managed services of ICT infrastructures and systems, highly innovative value services and technologies, for government agencies and for small, medium and large companies with the aim of improving the quality of citizen, customers and end users life.

Axians Italia has fast become a company able to integrate IT solutions and services on the national and international territory. It has achieved this by paying maximum attention to worker's wellbeing and safety, by ensuring a high degree of environmental consciousness, by demonstrating flexibility and an ability to respond to customers' needs and respect for Privacy and Security issues.

Axians, establishes the following goals and strategies:


Improvement continuous search

- ▶ Define tangible and measurable targets and indicators.
- ▶ Ensure, through internal controls and audits, the organization and personnel compliance within the Management System requirements
- ▶ Promote stakeholder dialogue, taking into account requests, activating appropriate participation tools and communicating the performance of business activities in a transparent way.
- ▶ Through a feedback system, ensure the restoration of compliance conditions with the requirements of the Management Systems and the adoption of appropriate measures and precautions to avoid the recurrence of deviations.

Engaging stakeholders and promoting transparency

- ▶ Adhere to compliance obligations and applicable legal requirements.
- ▶ Commitment awareness and information, involving employees, Customers, Suppliers and involved stakeholders, in order to ensure stable and continuous relations in accordance with agreements.
- ▶ Motivate Collaborators and Employees at all levels to actively participate in achieving corporate objectives.

These goals are pursued thanks to the collaboration of workers and explicit in the development and maintenance of the Management System according to the highest standards of *QUALITY* - UNI EN ISO 9001: 2015, *ENVIRONMENT* - **UNI EN ISO 14001: 2015**, *INFORMATION SECURITY* UNI CEI ISO/IEC 27001:2014 AND *OCCUPATIONAL HEALTH AND SAFETY* **UNI ISO 45001:2018**.

	MANAGEMENT SYSTEM	Ref.: VCDA01	Page: 3/4
TRANSMITTER: MANAGEMENT	OBJECT: MANAGEMENT SYSTEM POLICY	Emission: 02/01/2023	Add. 1

QUALITY

Axians' approach is based on the principles of Professionalism and Flexibility to ensure the skills, reliability and quality necessary to identify products and services that meet the required technical specifications, mandatory requirements, customer needs and expectations. maintaining an approach adapted to the market peculiarities, also in terms of time and costs. In particular, Axians' Quality commitments are the following:



- ✓ customer loyalty by constantly increasing its level of competitiveness and profitability but remaining attentive to market trends and quickly proposing innovative solutions, monitoring customer satisfaction
- ✓ selection, qualification and monitoring of product and services suppliers that have an impact on the final quality of processes and products, involving them, within their competence, in achieving company objectives
- ✓ attention and sensitivity in personnel management, ensuring the continuous development and updating of the professional skills of Employees and Collaborators in line with the development objectives of the organization
- ✓ correct implementation of solutions and effective provision of services, recording all process phases and highlighting any opportunities for improvement, which are then analyzed and translated into process optimization

SUSTAINABILITY AND ENVIRONMENT

In order for the development of Axians Italia's activities to


1. be sustainable and compatible with the environment that hosts them,
2. to create opportunities for Citizens, Collaborators and property,
3. to be oriented towards continuous improvement of performance in relation to pollution prevention,
4. maintain a fair balance between environmental, social and economic responsibility,



Axians is committed to the following:

- ✓ ensuring full compliance with all applicable environmental laws, regulations and other provisions, as well as customer requirements and needs of the surrounding social environment
- ✓ identifying, evaluating and monitoring the direct and indirect environmental aspects arising from business activities, in order to contain and reduce their impact - through the application of organizational and technological measures.
- ✓ promoting the awareness and sense of responsibility of its employees, collaborators and suppliers towards the protection of the environment, so that goals are reached thanks to the commitment of each of them
- ✓ proposing solutions and services that are able to reduce the environmental impact of customers
- ✓ engaging in actions for the society benefit, through voluntary programs and specific support for the protection of the environment

The premises listed above make it possible for Axians to commit to a strategy for the reduction of **40% of CO2 emissions (scope 1 & 2) by 2030** compared to 2018 that involves at the same time people, products, production processes and suppliers, making training and information on environmental issues of fundamental importance.

	MANAGEMENT SYSTEM	Ref.: VCDA01	Page: 4/4
TRANSMITTER: MANAGEMENT	OBJECT: MANAGEMENT SYSTEM POLICY	Emission: 02/01/2023	Add. 1

INFORMATION SECURITY

Axians intends to guarantee the security of the information processed, protecting it from possible threats, internal or external, intentional or accidental, that may compromise its availability, integrity or confidentiality.



Through the application of efficient internal procedures and policies, combined with cutting-edge technological measures, Axians guarantees and assures all stakeholders:

- ✓ the Confidentiality, Integrity and Availability of the information managed
- ✓ a high degree of confidentiality of the information managed
- ✓ compliance with current data protection legislation
- ✓ appropriate countermeasures for new risk treatment
- ✓ a high level of business resilience
- ✓ continuous personnel training to improve sensitivity and skills to ensure the proper data management

OCCUPATIONAL HEALTH AND SAFETY

Safeguarding the health and safety of workers is a fundamental element to ensure the company continuous growth and a high level of excellence. Axians, oriented to continuous improvement, applies and maintains an Occupational Health & Safety Management System, consistent with its Manifesto and Code of Ethics and is committed to ensure:



- ✓ systematic risk analysis and careful process design, work environments, equipment, which may affect the safety conditions of workers
- ✓ that appropriate procedures are in place and maintained to manage emergencies in such a way as to minimize the damage resulting therefrom.
- ✓ constant monitoring of the safety levels of the working environment as well as the health and well-being of the employees, especially with regard to ergonomic aspects and psychophysical health.
- ✓ to all workers, exposed risk training and information - under ordinary and emergency conditions, as well as best practices and wrong behaviors.
- ✓ promote the participation and consultation of supervisors, workers and their representatives, while maintaining an effective and transparent communication that ensures the dissemination of all information relevant to prevention and protection, including cooperation and coordination measures.
- ✓ The spread of its own Safety Culture, built on 6 main pillars: Exemplary Leadership, Transparency, Learning and Sharing, Commitment, Risk Perception and Understanding of Procedures.
- ✓ The creation of an environment where every employee is able to speak up and stop activities if there are doubts or concerns and certainly in cases of serious and imminent dangers.

The Company has identified the development of the Management Systems as a strategic choice, therefore it is committed to the respect and implementation of these commitments, guaranteeing, and periodically verifying that the Policy is documented, put into practice, kept active, periodically reviewed, communicated to all staff, and shared with stakeholders.

Milan, 02/01/2023

THE MANAGEMENT