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

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Axians Italia S.p.A. (hereinafter 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 consulting, design, integration, maintenance and management services for ICT infrastructures and systems, highly innovative and high-tech services, for government agencies and small, medium and large enterprises with the aim of improving the quality of life of citizens, customers and end users.

In a short time, paying the utmost attention to the well-being and safety of workers, guaranteeing a high degree of environmental conscientiousness and at the same time demonstrating flexibility, ability to respond to customer needs and respect for Privacy and Security issues, it has demonstrated its value, becoming a reality capable of integrating IT solutions and services on the national and international territory.

Axians, sets the following goals and strategies:

Pursuit of continuous improvement


- ▶ Define tangible objectives and targets, with related measurable indicators;
- ▶ Ensuring, through internal controls and audits, the verification of the maintenance of the compliance of the organization and personnel with the requirements established by the Management Systems;
- ▶ Promote dialogue with all interested parties, taking into account their requests, activating appropriate participation tools and communicating transparently the performance of company activities;
- ▶ To ensure, through a feedback system, the restoration of the conditions of compliance with the requirements of the Management Systems and the adoption of adequate measures and precautions to avoid the recurrence of deviations.

Involve stakeholders and promote transparency

- ▶ Comply with its compliance obligations and applicable legal requirements and requirements;
- ▶ To increase awareness of the policy's commitments and to involve company employees, suppliers, customers and all interested parties in objectives and targets, in order to ensure stable and continuous relationships in accordance with agreements
- ▶ Motivate Collaborators and Employees at all levels to actively participate in the achievement of company objectives.

These objectives are pursued thanks to the collaboration of all workers and made explicit in the development and maintenance of Management Systems 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 HEALTH AND SAFETY AT WORK UNI ISO 45001:2018.*

During 2024, Axians Italia made its commitments official by becoming a Benefit Corporation (SB).

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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, needs and expectations of customers while maintaining an approach adapted to the peculiarities of the market, including in terms of time and costs. In particular, Axians' commitments to Quality are as follows:



- ✓ 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 suppliers of products and services that have an impact on the final quality of processes and products, involving them, as far as their competence is concerned, in the achievement of 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 organisation's development objectives;
- ✓ correct implementation of solutions and the effective provision of services, recording all phases of the processes and highlighting any opportunities for improvement, analyzed and translated into process optimization.


SUSTAINABILITY AND ENVIRONMENT

In order for the development of its activities to be sustainable and compatible with the environment that hosts them, to create opportunities for citizens, employees and the property, and to be oriented towards a continuous improvement of performance in relation to pollution prevention, maintaining the right balance between environmental, social and economic responsibility, Axians is committed:



- ✓ to ensure full compliance with all applicable environmental laws, regulations and other provisions, as well as customer requirements and the needs of the surrounding social environment;
- ✓ identifying, evaluating and monitoring the direct and indirect environmental aspects deriving from the company's activities, in order to contain and reduce their impact – through the application of organisational and technological measures;
- ✓ in the promotion of the awareness and sense of responsibility of its employees, collaborators and suppliers towards the protection of the environment, so that the achievement of the objectives takes place through the priority commitment of each one;
- ✓ to propose solutions and services that are able to reduce the environmental impact of customers
- ✓ to engage in actions in favor of society, through volunteer programs and specific support for the protection of the environment.

These premises make it possible for Axians to commit to a strategy to reduce **CO2 emissions by 50% by 2030 (Scope 1 & 2) and 20% (Scope 3) by 2030** compared to 2018 that involves people, products, production processes and suppliers at the same time, making training and information on environmental issues of fundamental importance.

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INFORMATION SECURITY

Axians aims to ensure the security of the information processed by protecting it against possible threats, whether 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 state-of-the-art technological measures, Axians guarantees and assures all those involved:

- ✓ the Confidentiality, Integrity and Availability of the information managed
- ✓ a high degree of confidentiality of the information handled
- ✓ compliance with current legislation on Data Protection
- ✓ appropriate countermeasures for the treatment of new risks
- ✓ a high level of resilience to business processes
- ✓ continuous training and training of staff to improve sensitivity and skills to ensure the correct management of data

HEALTH AND SAFETY AT WORK

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



- ✓ a systematic risk analysis and careful design of changes in the processes, work environments, equipment of the organization, which may affect the safety conditions of workers
- ✓ that appropriate procedures are adopted and maintained to manage any emergencies in order to limit the resulting damage as much as possible;
- ✓ constant monitoring of the safety levels of the workplace as well as the health and well-being of employees, especially with reference to ergonomic aspects and psychophysical health;
- ✓ to all workers education, information and training appropriate to the risks to which they are exposed in ordinary and emergency conditions, as well as on best practices and incorrect behaviour;
- ✓ promote the participation and consultation of supervisors, workers and their representatives, maintaining effective and transparent communication that ensures the dissemination of all information useful for prevention and protection, including cooperation and coordination measures.
- ✓ The dissemination of its own Safety Culture, built on 6 main foundations: Exemplary Leadership, Transparency, Learning and Sharing, Commitment, Risk Perception and Understanding of Procedures
- ✓ The creation of an environment where each employee is able to say STOP and interrupt activities if doubts or perplexities are encountered and certainly in cases of serious and imminent dangers;

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

Milan, 02/01/2025

THE MANAGEMENT