

**Skem@ S.r.l.** in order to guarantee a service based on the maximum satisfaction of its Customers and all Interested Parties, it has established, supports and maintains, a Management System compliant with international regulatory standards relating to quality and the protection of health and safety of workers, through which ensures the satisfaction of the applicable requirements deriving from the laws in force, from the UNI EN ISO 9001:2015 and UNI ISO 45001:2018 standards, from the implicit and explicit needs of Customers, workers and Interested Parties.

Furthermore, the Company undertakes to apply and promote the principle of sustainability, reconciling economic objectives with social and environmental ones, aiming to generate value for the company. Furthermore, it aims to involve and raise awareness of its staff, in order to carry out its business in full respect of the value of the person, human and workers' rights (recognized in national and international conventions and declarations), following the principles of legality, honesty, morality, dignity and equality.

The efficiency of its processes and the effectiveness of the results are achieved through a consistent management of the objectives and implemented with a view to continuous improvement. This commitment takes place through:

- ✓ total orientation to Customer satisfaction in terms of transparency, fairness, effectiveness and quality;
- ✓ the availability of human and instrumental resources necessary to achieve the defined objectives;
- ✓ an adequate selection and evaluation of suppliers and partners;
- ✓ the analysis and assessment of risks and opportunities related to the internal and external business context and to the needs and expectations of the Interested Parties through their periodic review and update;
- ✓ safe and healthy health conditions, for the prevention of work-related injuries and diseases;
- ✓ the integration of environmental aspects within company processes, in order to correctly manage the use of resources, promoting the reduction of direct and indirect environmental impacts, favoring sustainable procurement policies for products and services, favoring the use of renewable sources;
- ✓ the promotion of innovation, both internally and externally, in the belief that the improvement of Sustainability performance can be pursued thanks to change;
- ✓ the management and control of operational activities, in order to prevent the subjects involved from being or even appearing to be in conflict of interest;
- ✓ consultation and participation of workers in all the processes of the company management system;
- ✓ the enhancement of human capital, promoting a strong commitment to the development of skills and competences, ensuring that the recruitment, training and professional growth of resources are based on equity and merit, combating any form of discrimination;
- ✓ the implementation of the principles contained in the corporate code of ethics, in accordance with Legislative Decree 231/2001, in accordance with Legislative Decree 231/2001, not tolerating acts of corruption and operating in compliance with applicable laws and regulations;
- ✓ the guarantee of respect for human rights, operating within the reference framework of the Universal Declaration of Human Rights, refusing any form of irregular work and promoting policies aimed at the psychophysical well-being of personnel;
- ✓ the confidentiality of information and personal data;
- ✓ the adequacy and effectiveness of the Policy by monitoring company performance, the degree of application of the system and the achievement of the set objectives.

To ensure the application and maintenance of the requirements that make up the Integrated Management System, the Management invites all staff to participate, each for their own skills, in achieving the set objectives.

The Management System is implemented in an integrated form (quality-safety) and is consistent with the reference values: centrality and enhancement of people, respect for human rights, legality of behavior, care for information, promotion of culture, knowledge and innovation, sustainability, integration with the territory, respect for the environment, providing workers with healthy working environments and conditions suitable for protecting their health and safety.

The Policy is disseminated to all people who work for the Company or on its behalf and is available to everyone through the company website.