

**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.

With the adoption of the Integrated Management System, the Company intends to implement the efficiency of its processes and the effectiveness of the results, through a management consistent with the objectives and implemented with a view to continuous improvement. This commitment must take 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 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;
- ✓ consultation and participation of workers in all the processes of the company management system;
- ✓ information, education and training, implemented and supported at every company level;
- ✓ the implementation of the principles contained in the corporate code of ethics, in accordance with Legislative Decree 231/2001;
- ✓ 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, legality of behavior, care for information, promotion of culture, knowledge and innovation, integration with the territory, 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.