

"I.L.S.E.T. S.r.l. intends to operate as a safe and reliable contractor for its customers, demonstrating its commitment to product and service quality, health and safety in the workplace, environmental protection, workers' rights and working conditions, diversity, inclusion, and gender equality. Finally, I.L.S.E.T. S.r.l. intends to contribute, as far as it is within its control, to the elimination of deaths and serious injuries related to road traffic."

For this reason, the Employer, together with all employees and collaborators, has decided to adopt a Management System compliant with ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, SA 8000:2014, ISO 30415:2021, UNI PdR 125:2022, and ISO 39001:2016 standards, in order to have a tool for improvement and rules to follow to pursue customer satisfaction, to eliminate or reduce to an acceptable level the risks to the health and safety of workers and the environment resulting from specific activities carried out, to protect and enhance the value of workers, and to reduce deaths and serious injuries due to road accidents on which it can intervene. The objectives that I.L.S.E.T. S.r.l. aims to achieve through its management system are:

- ☞ Perform the assigned tasks professionally and correctly, in full compliance with the contractual agreements, working in an increasingly efficient manner;
- ☞ Prevent any type of injury or ill health that could result from hazards present on the construction site;
- ☞ Prevent or mitigate the environmental impact of construction site activities;
- ☞ Guarantee and improve workers' rights, not resorting to or supporting child labor and forced or compulsory labor, respecting freedom of association and collective bargaining, rejecting all forms of discrimination, ensuring the regularity of disciplinary procedures, and promoting decent working hours and wages;
- ☞ Ensure an inclusive and equal working environment, where differences between workers are protected and valued and not discriminated against;
- ☞ Pursue gender equality in practice;
- ☞ Prevent fatal road accidents or those that could result in serious injury, or mitigate their consequences as far as possible;
- ☞ Carefully manage and monitor the activities carried out by external contractors/subcontractors - both at permanent sites and at external construction sites - and ensure proper coordination between the various parties operating on site

To achieve these objectives, Senior Management assumes direct responsibility for the effectiveness of the Management System and intends to:

- ☞ Carefully study the context in which the Company operates, identifying, assessing, and taking charge of any hazards or opportunities that may affect product/service quality, health and safety conditions in the workplace, environmental protection, social responsibility, diversity and inclusion, gender equality, and road safety;
- ☞ Identify and assess the needs and expectations of stakeholders who may be affected by or involved in the performance of the management system;
- ☞ Comply with the requirements applicable to the products and services provided to the Customer, the requirements of health and safety in the workplace, the environment, social responsibility, diversity and inclusion, and road safety, whether explicit, foreseeable, or otherwise necessary, whether pursued internally by the will of senior management (such as the international instruments indicated by the SA 8000 standard), or deriving from binding international, national, and local regulations;
- ☞ Analyze its performance over time in order to take the necessary measures to achieve continuous improvement in the objectives it has set itself in terms of quality, health and safety, the environment, social responsibility, diversity and inclusion, gender equality, and road safety;
- ☞ Set concrete and measurable objectives and targets for performance improvement, which are analyzed and discussed by the Company at least once a year;
- ☞ Continuously improve the effectiveness of the Management System, allocating the necessary resources to achieve the established objectives;
- ☞ Pursuing the involvement and participation of workers in quality, health and safety, the environment, social responsibility, diversity and inclusion, gender equality, and road safety, requiring the commitment of each individual, informing them of their contribution to the effectiveness of the Management System, and ensuring that there are no reprisals in the event of reporting accidents, hazards, risks, and opportunities;
- ☞ Ensure the growth of the skills and professionalism of employees, so that they are able to carry out increasingly complex and specialized work for the client, in full compliance with health and safety, the environment, social responsibility, diversity and inclusion, gender equality, and road safety conditions;
- ☞ Provide adequate information, education, and training to company personnel regarding relevant aspects of quality, health and safety, the environment, social responsibility, diversity and inclusion, gender equality, and road safety;
- ☞ Promote a peaceful and positive work environment that fosters the creation of a close-knit work group;
- ☞ Establish systems for collecting and managing reports and complaints, including anonymous ones, ensuring that there is no retaliation of any kind in the event of reports made in good faith regarding accidents, hazards, risks, opportunities, and suspicions, in accordance with the relevant instructions, disseminated within the Company and to interested parties through publication on the Company website;
- ☞ Create internal company working committees for the promotion and development of health and safety, social responsibility, diversity and inclusion, gender equality, and road safety issues, which staff can freely contact for any needs related to these aspects.

Management reminds all staff and stakeholders that compliance with and pursuit of the Policy can create a virtuous circle along the production chain and achieve better product/service quality, greater customer satisfaction, better health and safety conditions, better environmental protection, better working conditions, greater attention to respect in the workplace, promotion of an equal and inclusive work environment, achievement of gender equality, and higher levels of road safety. Conversely, failure to commit to and comply with the Policy can lead to complaints from customers or other interested parties, diseconomies and loss of competitiveness, accidents and occupational diseases, environmental pollution, failure to respect workers' rights, discrimination and gender gaps, road accidents, as well as penalties.

Management has promoted, implemented, and disseminated this Policy internally to all employees, and undertakes to communicate and disseminate it, gradually and as necessary or upon request, to external collaborators, subcontractors, and other interested parties.