

COMPANY POLICY FOR QUALITY AND OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Zucchetti Axess is a company specialising in the supply of integrated hardware and software systems for the access control of people, vehicles and goods, anti-intrusion and video surveillance, occupational safety, time and attendance and human resources management. With over 300 partners and thousands of readers and terminals sold every year to companies from every sector, Zucchetti Axess is an international company, present in 50 countries worldwide. Zucchetti Axess has been operating for more than fifteen years in the access control field, providing complete and technologically advanced systems for identifying people, goods and means of transportation in order to guarantee security within the workplace. The scalability and versatility, the strengths of Zucchetti Axess solutions, allow meeting even the most complex security management requirements.

Zucchetti Axess is part of Zucchetti Group, one of the most important Italian players in the IT sector. Zucchetti Group offers software, hardware and service solutions to companies, accountants, labour consultants and trade associations wishing to gain important competitive advantages and to benefit from a unique IT partner capable of meeting a wide range of technological requirements.

PRINCIPLES

The principles Zucchetti Axess follows in its activities are:

- Focus on customers: Zucchetti Axess depends on its customers and therefore seeks to meet their current and future needs, their requirements and aims to exceed their own expectations;
- Leadership: Zucchetti Axess clearly defines the responsibilities of the personnel in relation to the requirements of the implemented management systems;
- Active participation of people: Zucchetti Axess is aware that people, at all levels, constitute the essence of the organisation and their full involvement allows putting their skills at the service of the organisation;
- Communication: Zucchetti Axess undertakes to guarantee an efficient communication process;
- Process approach: Zucchetti Axess favours a process approach in order to pursue the desired results more efficiently;
- Improvement: Zucchetti Axess undertakes to continuously improve the implemented management systems;
- Evidence-based decision-making process: implemented management systems consist of a set of documented information, as provided by UNI EN ISO standards;
- Relationship management: Zucchetti Axess and its suppliers are interdependent and a mutually beneficial relationship enhances, for both, the ability to create value;
- Diversity and inclusion: Zucchetti Axess is aware that an effective and inclusive people management represents an important value and a central factor for the success of its business;
- Sustainability: Zucchetti Axess undertakes to contribute to sustainable development by integrating this commitment into its business model;
- Ethics and integrity: Zucchetti Axess is committed to conducting business activities in accordance with the highest ethical standards, not tolerating acts of corruption, and operating in compliance with applicable laws and regulations.

OBJECTIVES

The objectives of the Company Policy are as follows:

- operating with the aim of achieving full Customer Satisfaction;
- developing and maintaining an Integrated Management System as a means of achieving objectives, meeting commitments, promoting continuous improvement of business processes, and ensuring the compliance with mandatory requirements for related services;
- operating with effectiveness, efficiency and reliability by employing all necessary resources to ensure compliance with the due diligence and fairness principles;
- performing activities undertaking a commitment to comply with applicable laws, rules and regulations, including those voluntarily decided by the organisation;

- working for the continuous involvement of personnel and development of skills, by organising training/information events, pursuing growth, awareness and sense of responsibility of all employees;
- encouraging the harmonized balancing between professional and personal life, and the reduction of stress generated by work activities;
- qualifying and favouring suppliers who act with a view to continually improving the safety of provided products and services;
- maintaining a transparent and cooperative relationship with public authorities and/or relevant control bodies;
- preventing occupational illnesses, accidents and harm to workers' health, including third-party companies operating in their workplaces, by striving to ensure a safe and healthy workplace;
- containing hazards and reducing health and safety risks;
- defining, maintaining and improving the catalogue of services while observing the needs of its customers, designing and providing suitable and innovative services that create more and more value for them;
- guaranteeing its customers the constant availability of people, processes and technologies to support provided services;
- adopting processes and technologies to reduce negative external effects;
- raising the awareness of own employees towards sustainable resource use and proper waste disposal;
- adopting energy-saving policies and promoting sustainability;
- monitoring in an increasingly structured manner the effects on the environment related to its actions;
- ensuring equal opportunities during selection, recruitment, professional development and termination of employment, based solely on professional skills and standards;
- applying fair and impartial remuneration policies;
- acknowledging the value of work-life balance by developing parenting and care initiatives and reconciling the work-life balance;
- promoting activities aimed at the adoption of behaviour and language to ensure an inclusive working environment that respects gender diversity;
- implementing in a structured manner its due diligence to identify, prevent, mitigate and account for actual and potential negative impacts on corporate governance, human rights, the environment and corruption in its operations, supply chain and other business relationships.

For any reports regarding the workplace health and safety, please write to the e-mail address:

sicurezza.lavoro@zucchetti.it.

To report a wrongdoing (for details, please refer to the procedure made available on the company website), please use the "MyWhistleblowing" Portal available at the following link:

<https://areariservata.mygovernance.it/#!/WB/axess>.

In addition to the above-mentioned general objectives, the Management assesses any further specific objectives on an annual basis.

The Management undertakes to regularly review this Integrated Policy to make sure that it remains appropriate to the activities and context of the organisation.

Lodi, 4th September 2024,

The Management