

Management System Policy

Company name	They are Constructions
Effective date	December 20, 2024

Version history

Version	Date	Description	Author	Approved by
1	December 20, 2024	-- N/A --	Silvia Santucci Silvia	Santucci

Scope

Esse Costruzioni promotes production/service delivery policies that include the needs of economic development and value creation, specific to business activities attributable to it, with the needs of respect and protection of the environment and of the social responsibility and information and data security. It is also committed to comply with current legislation by encouraging the spread of a culture of respect for Legal principles. The principles of human protection, safety, and dignity. human, are the principles that inspire the Esse Costruzioni Policy.

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Esse Costruzioni's commitment translates into developing and implementing a system of Integrated Management through the active involvement of the entire company structure so that it participates, according to its own tasks, in achieving the objectives of the management system identified and in *promoting*:

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- Environmental protection and rational use of energy;
 - Sustainable development aimed at promoting environmental improvement as well as conserving biodiversity;
 - Continuous improvement;
 - Respect and valorization of people;
 - Innovation and change;
 - Transparent communication and worker participation;

The strategies underlying the company's business development are based on the company's values and mission, which also influence the behavioral guidelines for employees and collaborators, aiming to achieve the best possible results through sharing problems and opportunities.

In order to implement its Policy, Esse Costruzioni undertakes to:

- Apply risk analysis logic to all operational and decision-making processes
- Promote and disseminate a culture of continuous improvement focused on compliance/service quality, customer satisfaction, and environmental, health, safety, and information security protection.
- Engage, motivate, raise awareness, and empower people through professional development, operational training, and qualifications in specific critical processes.
- Ensure active compliance with legal regulations applicable to the scope of the company management system with the aim of continuously improving the working conditions of staff, including suppliers and stakeholders.
- Reduce, through prevention and improvement activities, all forms of inefficiency and waste
- Evaluate in advance the potential impacts of the changes you intend to implement in your management system and your organization
- Use low environmental impact technologies and products that respect the land and the community, in compliance with applicable laws, to minimize the risk of pollution. Sustainable use of resources, protection of biodiversity and ecosystems, adaptation to climate change and mitigation of its impacts by providing trained, efficient human resources supported by adequate infrastructure.

Esse Costruzioni annually defines, during the Management Review, its improvement objectives to evaluate the effectiveness and usefulness of its Management System and provides adequate means and resources to achieve them.



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To comply with this Policy and achieve the goals we have set ourselves, we must work as a team and aim to constructively involve everyone who is part of the Esse Costruzioni world.