



# VIMERCATI policy

VIMERCATI Top Management, sure that:

- fulfilment of compliance obligations and customer requirements is the to success for a company,
- the respect to worker rights and the environmental conservation are obligations toward the society and the next generations,
- the reliability of a company for interested parties depends on security, intended as preservation of confidentiality, integrity and availability of the information that it manages and circulates in it,
- the creation of value, pursued through prosperous and socially responsible growth, is promoted by the people who work in the organization, who must be guaranteed the highest form of individual respect and protection,

has established that VIMERCATI policy is to provide, through effective and efficient processes, subject to continuous improvement and in compliance with legal and contractual requirements, products and services that meet the needs and expectations of the interested parties, providing a high added value in terms of information security, quality of products and services, environmental protection and prevention and protection of workers' health and safety.

The framework to define the objectives for business processes is the following:

- use of the means necessary for the fulfilment of compliance obligations as regards safety product, health and safety of workers, environment conservation, security and protection of data
- respect to the guidelines established in the business plan
- operational continuity of critical services even following serious accidents, potentially capable of compromising the survival of the company itself
- protection of rights and interests of all stakeholders
- support to the corporate's core business through tools and means technologically in line with progress and kept in a perfect state of efficiency
- planning of activities and priorities related to them, on the basis of detailed and complete risk analysis
- continuous improvement of performances of own internal processes by the definition of focused objectives and making available the needed resources for short, medium- and long-term plans
- analysis of the potential dangers inherent in all the activities carried out in order to identify and evaluate the consequent risks and adopt the necessary countermeasures for their management,
- guarantee of workers protection, promoting initiatives inspired by the continuous improvement of processes, equipments and systems, with particular attention to the aspects of safety, ergonomics and hygiene at work
- involvement and consultation of the employees and collaborators, also through their representatives, encouraging the participation and collaboration of all interested parties, in the awareness that their active contribution is decisive for the achievement of the objectives
- prevention of pollution, where possible, through reduction to minimum of environmental impacts not preventable, and their continuous monitoring
- optimization of operative methods, considering the environmental aspects and the health and safety of the workers and of the community



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- reduction of the usage of not renewable natural resources
- containment of production of waste and research of methods to recycle and/or reuse them
- forward-looking use of organization's resources defining investments for technics and technologies
- effective and efficient use of capability and experience of all VIMERCATI personnel and of its suppliers
- enhancement of workers capability to prevent emergencies and to reduce their consequences
- involvement of all personnel in activities to improve the performances of the quality management system, the environmental management system, and the prevention and protection service
- involvement of suppliers in their objectives for improving their performances in quality, environment, health and safety management systems
- promotion with suppliers of rules of conduct respectful of environment and workers
- periodic and systematic identification of threats affecting data, and assessment and management (mitigation and reduction) of the associated risks
- promote awareness-raising, information, education and training actions, aimed at establishing a culture of health and safety and protecting company assets and environment
- dissemination of culture and awareness of the security and protection of data and information, among its employees, collaborators, partners and third parties, within the scope of their roles and responsibilities
- rapid, effective and scrupulous response to emergencies or accidents that may occur in the performance of the activities, also collaborating with third parties or bodies in charge

The objectives are proposed by managers of corporate's area and process owners of business processes which have the appropriate authorization and are approved by Management subject to check of the consistency with the business objectives, the corporate strategy, the corporate business plans and the targets of the management systems implemented by VIMERCATI.

The Top Management commits to sustain the implementation and continual improvement of business processes in order to achieve all objectives set in this policy, as well as satisfy all identified requirements.

VIMERCATI is committed daily to the operational implementation of sustainability principles and, aware that the choice and control of its suppliers is essential for a business activity focused on sustainability, has implemented strict rules for the choice and control of its suppliers.

General Manager  
**Mauro Pizi**