

Integrated Policy for Environment and Occupational Health and Safety

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Approvazione	Carlo Filangieri, Chief Executive Officer
Changes log	New CEO's signature

1. Preface

This document illustrates the Integrated Policy for Environment and Occupational Health and Safety of the Italtel S.p.A. Group (hereinafter also referred to as 'Italtel' or the 'Company'), providing a framework for the company's integrated management model as per UNI EN ISO 14001 and UNI EN ISO 45001.

Italtel operates in the Information & Communication Technology industry and deals with design, development and implementation of innovative technology solutions for large companies and Public Administration. In this context, the Company operates according to criteria aimed at respecting the health and safety conditions of its employees and all the operators who interact with its solutions, and the environmental conditions of the planet to act as a point of reference for its customers and, in general, for all its stakeholders.

2. Corporate goals

The company management is committed, by providing human, instrumental and economic resources, to pursuing the objectives of continuous improvement in relation to the following aspects:

- health and safety of employees and operators,
- environmental protection and sustainability,
- reduction of consumption of the earth's primary resources.

In performing the services of: "***Design, production, installation and after-sales services of proprietary and multivendor TLC and IT products and solutions for public and private networks. Advanced Professional Engineering Services and Network & System Integration activities for new generation telecommunications networks***", Italtel will adhere to the following operational guidelines that will be taken into account on a daily basis by all parties involved:

- to provide products, services and solutions that offer the best performance by minimising energy consumption in the use phase and GHG emissions during the entire life cycle, guaranteeing the protection of the environment and the health and safety of those involved in their realisation, installation and use until their end-of-life disposal;
- to minimise the consumption of resources, particularly non-renewable resources, and reduce the production of waste, encouraging its safe and responsible recycling and disposal;
- to promote a commitment to environmental protection, including the prevention of pollution and other specific commitments relevant to the organisation's context;
- to promote initiatives aimed at reducing energy consumption and GHG emissions at the company's premises, in company activities, also through the use of renewable energy sources, including SW development, integration and testing activities;
- to promote adequate information to employees as well as provide for moments of involvement and consultation, for the benefit of training, awareness and consciousness-raising on environmental and health and safety aspects;
- to respect in content and principles, the legal regulations on environmental protection and health, safety and hygiene applicable to activities, products and services;

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- to provide safe and healthy working conditions for the elimination of hazards, the prevention of occupational accidents and the reduction of risks;
 - to train personnel to intervene in anomalous and emergency conditions so as to minimise any environmental and health and safety consequences;
 - to pursue a progressive improvement of company management also through the periodic review of the risks associated with the activities carried out and the definition of objectives for their reduction, in accordance with company development plans;
 - to promote a transparent and collaborative relationship with public and private entities and local communities with regard to its principles and values;
 - to maintain the integrity of the management model if substantial changes to it are planned and implemented;
 - to set up an organisational structure suitable for the development and periodic review of the integrated management system with a view to continuous improvement;
 - to monitor and, where applicable, measure company processes, in order to assess their performance and identify actions to improve their effectiveness and efficiency ensure equal protection of workers also with regard to age, sex and country of origin;
 - to choose suppliers and partners also taking into account compliance with the principles expressed in this Policy;
 - to become aware and inform all employees and collaborators of external companies on the need to comply with environmental protection and health and safety and hygiene regulations applicable to the activities carried out at Italtel.

The above goals will be periodically reviewed in order to ensure continuously their suitability, adequacy and effectiveness.

3. Management commitments

In pursuit of the above objectives, Italtel management is committed to:

- contribute through their behaviour to the respect of the principles of environmental protection and health and safety at work;
- communicating this Policy internally as well as to persons working for or on behalf of the Company, and ensuring that they share it to ensure awareness of their respective obligations;
- make this Policy available both inside and outside the Company;
- undertake to apply this Policy and to constantly monitor its adequacy;
- ensuring the absence of any discrimination;
- adopting organizational models that enable each person to find suitable conditions in the work-life balance.

All employees are required to adhere to the guidelines contained in this Policy and will be kept constantly informed of its development.

ITALTEL S.P.A.
Carlo Filangieri
Chief Executive Officer