

# Integrated Management Systems Policy

Studio Legale Tributario





The Studio Legale Tributario (hereinafter also SLT) believes that the protection of health and safety at work, the environment, the gender equality, the enhancement of diversity and inclusion, as well as the prohibition of corruption in all forms, constitute primary values in the performance of its activities.

For this reason, SLT is committed to adopting, applying and maintaining an Integrated Management System for occupational health and safety, gender equality, environment, corruption prevention and diversity and inclusion, in accordance with ISO 45001, ISO 14001, PDR 125, ISO 37001 and ISO 30415 standards.

The integrated management system aims to help ensure:

1

the prevention of accidents and occupational diseases and the continuous improvement of the level of protection of workers' health and safety;

2

environmental protection;

3

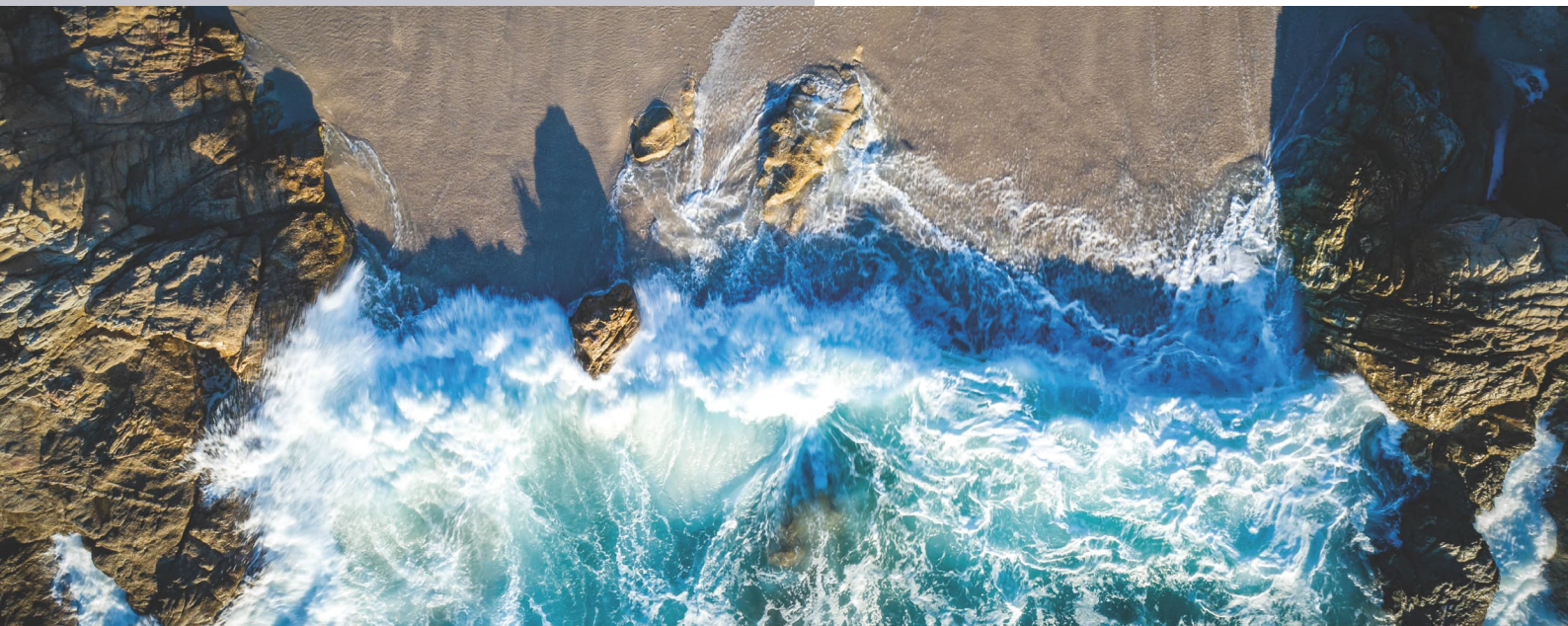
equality and the overcoming of gender stereotypes in relation to the work context;

4

the prevention of corruption;

5

the enhancement of diversity and its own inclusive capacity.



In compliance with these principles, SLT intends to:

- ▶ maintain the compliance of its activities with local, national and other applicable laws, prevailing industry regulations, with regard to health and safety in the workplace, environmental compliance obligations, gender equality, the prevention of corruption and the protection of diversity with a view to continuous improvement;
- ▶ define and make available the resources necessary to achieve the set objectives;
- ▶ develop, promote and make available to staff the policies and procedures for the application of the standards, involving the organization's staff in the knowledge, implementation and compliance with the requirements of ISO 45001, ISO 14001, PDR 125, ISO 37001 and ISO 30415;
- ▶ promote and implement any reasonable initiative aimed at minimizing risks and removing causes that may represent a potential risk to the health and safety of its workers and any other person present in various capacities at its offices;
- ▶ develop a relationship of constructive collaboration, based on maximum transparency and trust, both internally and with the external community and institutions in the management of health and safety issues;
- ▶ maintain high performance indexes, through the implementation of an Integrated Management System, also through an efficient and periodic supervisory and control system;
- ▶ implement risk prevention and reduction actions aimed at respecting and protecting the environment to prevent pollution and improper use of environmental resources;
- ▶ implement any useful initiative to prevent corruptive acts in all forms, both in the public and private sectors;
- ▶ underline the prohibition of preferential payments;
- ▶ ensure the traceability and archiving of documentation certifying accounting operations and records;
- ▶ subject the third parties with which SLT operates to a due diligence process aimed at ascertaining their integrity, ethics and professionalism;
- ▶ respect the constitutional principles of parity and equality and adopt policies and measures to promote women's empowerment;
- ▶ adopt measures to promote effective equality between men and women in the workplace and to protect diversity in general;
- ▶ promote welfare policies and adopt specific measures in favor of equal opportunities also through appropriate communication and marketing and advertising activities;
- ▶ guarantee equal opportunities for growth in the company and equal pay;
- ▶ adopt policies for the management of parenthood and work-life balance;
- ▶ provide third parties with any useful tool for reporting suspicions or acts contrary to this Policy.



SLT, aware that the active contribution of all its workers, collaborators, suppliers and customers is crucial for compliance with these principles, intends to develop a continuous work of information, awareness and targeted training.

SLT also intends to promote the communication and dissemination of its integrated policy for health and safety at work, gender equality, diversity and inclusion, corruption prevention among its staff and its suppliers and customers with effective methods and forms for interested parties.

This Policy is reviewed annually during the review to ensure its congruity and adequacy over time with the organizational structure and, if deemed necessary, updated and reissued.

*Milan, 24 July 2024*

The Chairman of the Board of Directors  
Studio Legale e Tributario



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