

# Integrated management systems policy

**EY S.p.A.**





EY S.p.A. believes that the protection of health and safety at work, gender equality, the enhancement of diversity and inclusion, as well as the protection of the environment, the rational use of energy as well as the prohibition of corruption in all forms are primary values in the performance of its activities.

EY S.p.A. has a strong sense of responsibility towards its employees and feels the need to recreate productive and healthy working environments, in which all moments of life are welcomed as extraordinary opportunities for growth and evolution.

EY S.p.A. can be considered a company responsible for the family, the protection and well-being of its employees for whom it has implemented numerous projects and initiatives aimed at improving the quality of life. In this context, EY S.p.A. undertakes to adopt, apply and maintain an integrated management system for health and safety at work, gender equality, diversity and inclusion, environmental corruption prevention and energy management, in compliance with ISO 45001, PDR 125, ISO 30415, ISO 14001, ISO 37001 and ISO 50001.

The integrated management system aims to help ensure:

- 1 equality and the overcoming of gender stereotypes in relation to the work context;
- 2 the enhancement of diversity and its own inclusive capacity;
- 3 the prevention of occupational accidents and diseases and the continuous improvement of the level of protection of workers' health and safety;
- 4 environmental protection;
- 5 the prevention of corruption;
- 6 continuous improvement of energy performance.



In compliance with these principles, EY S.p.A. intends to:

- ▶ maintain compliance of its activities ▶ maintain compliance of its activities with local, national and other applicable laws, prevailing industry regulations, regarding health and safety in the workplace, gender equality, diversity and inclusion, energy efficiency, rational use of energy and energy consumption, environmental compliance obligations as well as the prevention of corruption with a view to continuous improvement;
- ▶ define and make available the resources necessary to achieve the objectives set;
- ▶ develop, promote and make available to staff policies and procedures for the application of standards, involving the organization's staff in the knowledge, implementation and compliance with the requirements of ISO 45001, PDR 125, ISO 30415, ISO 14001, ISO 37001 and ISO 50001;
- ▶ 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 premises;
- ▶ 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 indices, 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;
- ▶ encourage the use of sharing and collaboration tools (videoconferences, webinars, etc.) in order to contain staff movements and improve energy performance;
- ▶ encourage the use of alternative means to cars for a lower impact on the environment and a more efficient use of energy;
- ▶ implement any useful initiative to prevent corruptive acts in any form, both in the public and private sectors;
- ▶ emphasize the prohibition of facilitative payments;
- ▶ ensure the traceability and archiving of documentation certifying accounting operations and records;
- ▶ subject the third parties with whom EY S.p.A. operates to a due diligence process aimed at ascertaining their integrity, ethics and professionalism;
- ▶ provide third parties with any useful tool for reporting and reporting suspicions or acts contrary to this Policy;
- ▶ promote both internally and externally a correct use of energy based on efficiency and energy saving;
- ▶ promote the supply of efficient products and services that have a positive impact on energy performance;
- ▶ provide a framework for defining and revising energy objectives and targets;
- ▶ 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 working environment;
- ▶ 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 parenting and work-life balance.



EY S.p.A., aware that the active contribution of all its workers is crucial for compliance with these principles, intends to develop a continuous work of information, awareness and targeted training.

EY S.p.A. also intends to promote the communication and dissemination of its integrated policy for health and safety at work, gender equality, diversity and inclusion, energy, environmental, corruption prevention among its staff and its suppliers and customers with effective methods and forms for stakeholders.

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

Milan, 19 april 2023

The Managing Director  
at EY S.p.A.



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