



CORPORATE POLICY

IRD Engineering S.r.l. intends to consolidate increasingly its position as Civil Engineering Consultancy in Europe, Asia and Africa, with special focus on the developing countries. For this purpose, *IRD Engineering S.r.l.* has implemented an Integrated Management System to provide engineering services, such as *Design preliminary surveys, Project Management, Design, Works Supervision and Technical Assistance in the infrastructure sector*, according to Quality (ISO 9001:2015), Environment (ISO 14001:2015) and Health & Safety (OHSAS 18001:2007) international standards. Moreover, *IRD Engineering S.r.l.* is committed to fully include these standards in its operations, through the effective and continuous implementation of the systems' procedures by its permanent staff and its external consultants.

Specifically, *IRD Engineering S.r.l.* has the following general objectives:

- to provide its services in order to achieve full Client satisfaction;
- to operate in a way to comply with contractual requirements of the client and to fulfill the clients' need and the expectations of all stakeholders;
- to use the available equipment and resources to provide services in compliance with applicable laws and regulations;
- to develop sustainable design solutions, aimed at optimizing costs and increasing the use of eco-compatible materials, as well as reducing energy consumption during the lifecycle of the infrastructures;
- to pursue the best possible conditions in terms of Health & Safety at work and operate in compliance with those environmental protection requirements which are a fundamental part of our society, with reference to the principles of prevention and continuous improvement.

The targets of the *IRD Engineering S.r.l.* company policy are:

- to increase its market share providing its services with full client satisfaction, consolidating the good relationship with the current clients through continuous projects, and demonstrating the added value of IRD services to the new clients;
- to operate ensuring effectiveness, efficiency and reliability of services provided in respect to the requirements of the contract documents;
- to understand the needs and expectations of its clients and stakeholders, and to ensure that they are satisfied;
- to comply with applicable laws, rules and regulations in force in the field of activities of *IRD Engineering S.r.l.* and to the environmental and Health & Safety standards and regulations;
- to increase its professionalism, improving the image of the Company;
- to consider the Company's Integrated Management System as an integral part of Company management, guaranteeing the access to the System to the whole personnel and company's departments;
- to continuously improve the Integrated Management System;
- to increase the level of involvement of all human resources within the Integrated Management System;
- to assess the environmental risks arising from its activities and their impact, trying to eliminate the risks in relation to the company know-how and of the possibilities coming from the technical progress and, when not possible, to minimize them, taking actions with regard to the cause;
- to monitor the Company's processes, and the related threats/opportunities and environmental impacts /aspects;
- to raise Environmental and Health & Safety awareness among clients and suppliers;



- to communicate in an appropriate and transparent way its environmental performance to customers and stakeholders, in order to obtain and raise the confidence in the activities and the products/services provided.
- to ensure a constant internal communication and sensitization about the Company's HSQE policy, the environmental aspects associated with work activities, aiming at raising the awareness of the internal staff of their contribution to the effectiveness of the Integrated Management System and to the improvement of the performances;
- to favor the use of products with lower environmental impact, using whenever possible environmental friendly choices;
- to monitor and reduce CO2 emissions into the atmosphere;
- to increase the level of awareness to pursue an effective prevention of Environmental and Health & Safety risks;
- to increase the level of safety in the Company's offices and workplaces;
- to reduce and eliminate potential accidents;
- to prevent injuries and work-related illnesses;
- to adopt best practices and procedures for the prevention and control of emergencies;
- to ensure that Company's personnel and unit managers are trained and sensitized to perform their duties, within the limits of its duties, in compliance with Company's procedures and applicable Health & Safety rules and legislation.

These targets, besides being constantly monitored, are analysed and reviewed during the six-monthly review of the Integrated Management System by the management with the directors of the Company's units and departments.

With regard to both the strategic goals and the performance indicators selected to monitor the processes highlighted in the Integrated Management System, the Company has prepared a special document to determine measurable goals, targets, dedicated resources, modalities and monitoring periods. Recorded data are examined during the six-monthly review of the Integrated Management System, and new targets/indicators are set from time to time.

To achieve the aforementioned targets, the Company Management undertakes to:

- ensure that Company Policy is supported at all organizational levels;
- provide the technical, economic and professional resources necessary to the achievement of the scope;
- promote the continuous improvement of the individual skills of each collaborator – employee (improving working environment);
- regularly review the Company Policy to ensure its continued appropriateness.

Publication/dissemination of Company Policy and of the scope, process targets, and implementation programs is carried out through the distribution of this document and of the Company's Integrated Management System documentation.

The requirements and condition for implementation of the Company's Integrated Management System, as shown in the system documentation, outline the Company's Policy of IRD Engineering S.r.l. Therefore, full compliance by the staff, within the limit of individual duties and responsibilities, is required, also intending that the compliance of the activities performed is a specific duty of those who performs it and not of those who control it.

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The Management