

COMPANY POLICY

INTEGRATED MANAGEMENT SYSTEM

Quality – Environment – Occupational Health and Safety – Sustainability

In compliance with the standards

ISO 9001:2015 – ISO 14001:2015 – ISO 45001:2018



Rev.	Revised Section	Prepared By	Date	Verify By	Date	Approved By	Date
5	ESG	F.Buonomo	03/02/2026	F.Buonomo	03/02/2026	P. Orsini	03/02/2026

INTEGRATED MANAGEMENT SYSTEM POLICY

IRD Engineering S.r.l. operates in the field of civil and infrastructure engineering services at international level, providing design, construction supervision, project management and technical assistance services for the implementation of infrastructure works.

The Company intends to strengthen its role in international markets by ensuring high standards of technical quality, professional independence, integrity and social responsibility.

To this end, IRD Engineering has adopted and maintains an Integrated Management System (IMS) compliant with **ISO 9001:2015 (Quality)**, **ISO 14001:2015 (Environment)**, and **ISO 45001:2018 (Occupational Health and Safety)**, aimed at ensuring the quality of the services provided, environmental protection, and the health and safety of all persons involved in its activities.

Management promotes a management model focused on the continuous improvement of company performance, responsible risk management, and the creation of sustainable value over the long term. IRD Engineering is committed to making these standards an integral part of its activities, pursuing continuous improvement in quality, environment, safety, ethics, governance, social sustainability, and responsibility towards local communities, by integrating ESG (Environmental, Social, Governance) principles into decision-making, operational and control processes, in order to ensure sustainable, responsible and transparent long-term development.

In particular, in carrying out its activities, IRD Engineering undertakes to:

- operate in full compliance with the applicable laws, regulations and compliance obligations in the countries where it carries out its activities;
- ensure Client satisfaction through reliable services, technically qualified and compliant with contractual requirements;
- analyse the context in which the organization operates and the needs of relevant interested parties;
- adopt an approach based on the management of risks and opportunities in company processes;
- protect the environment and prevent pollution, promoting sustainable technical solutions and reducing the environmental impacts of activities;
- safeguard the health and safety of workers and all persons involved in projects, through prevention, elimination of hazards, and reduction of occupational health and safety risks;
- promote consultation and active participation of workers in the continuous improvement of health and safety conditions;
- develop and maintain adequate technical and professional competences of personnel through continuous training and updating;
- promote ethical and responsible behaviour, in compliance with the principles of integrity and transparency;
- operate according to principles of ethics, integrity and transparency, ensuring accountability in decision-making processes and effective risk management;
- foster an inclusive corporate culture that respects people, enhancing diversity and equal opportunities;
- integrate environmental and social sustainability principles into its activities and managed projects.

This Policy constitutes the reference framework for defining the objectives of the Integrated Management System, which are established, monitored and periodically reviewed by Management.

In particular, these objectives are aimed at:

- continuously improving service quality and Client satisfaction;
- preventing injuries, occupational diseases and workplace incidents;
- reducing the environmental impacts of activities and promoting sustainable practices;
- improving the effectiveness and efficiency of company processes;
- developing personnel competences, responsibility and awareness;

- monitoring company performance through performance indicators, internal audits and periodic Management reviews.

The Management of IRD Engineering undertakes to:

- ensure that this Policy is understood, applied and shared at all levels of the organization;
- ensure leadership and accountability in the implementation of the Integrated Management System;
- provide the resources necessary for the operation and improvement of the system;
- periodically review the Integrated Management System in order to verify its adequacy, effectiveness and consistency with the company context.

This Policy is communicated to all personnel and made available to relevant interested parties.

All internal and external collaborators are required to comply with its principles within the scope of their respective responsibilities.

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