	Annex to the Manual	Annex 1 DOC00/DOC01 Rev. 4
	Integrated Policy	

Camerano, 18/06/2021

COMPANY POLICY

Kiwa Moroni, together with the Full Service Company, is engaged in *Engineering, Technical Advisory* and *Asset Management* services and, thanks to its consolidated professional experience and extensive and transversal *know-how*, is one of the most competent and innovative companies in the renewable energy sector.

It is a young, dynamic company, which pays close attention to the health and safety of its workers, to sustainability and environmental issues and to the quality and reliability of the services it provides to its customers.

These corporate values have been further strengthened following the acquisition of the Moroni & Partners Group by Kiwa Italia, an international organisation operating in the TIC (Testing, Inspection and Certification) sector. These can be summarised as follows:


- customer focus
- centrality of human resources
- attention to the safety and health of workers
- attention to the environment and sustainable development
- competence and capacity for innovation.

These values are articulated in a series of concrete objectives and actions, updated from year to year, consisting of:

- ✓ Maintenance and continuous improvement of an integrated management system, relating to the ISO 9001, ISO 14001 and ISO 45001 standards, intended as a corporate *governance* tool to support the achievement of set objectives and to continually improve company performance, as well as to support Management in ensuring compliance with mandatory requirements applicable to the services offered;
- ✓ Maintenance of the Integrated Management System certification, as an instrument of transparency towards the market and reliability of the management system, as well as a distinctive element that offers confidence to all stakeholders on the commitments undertaken and the correct operation.
- ✓ Understanding and anticipating the needs of the customer and of the relevant stakeholders, in order to gain a leading position in the market, nationally and internationally.

Human resources represent the company's true and most important asset. For this reason, one of our strongest focus points will be to ensure that the skills of all employees and collaborators are continuously improved and that people are valued. The values identified above reflect this perfectly. A healthy company, which respects the environment, which operates in a sustainable way for future generations, which cares about the safety of things and people, is a company that values the human being and his surroundings.

This is also indicative of our strong and constant commitment to ensure compliance with the relevant legislation (international, national and local) and with the requirements of all applicable regulations.

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Certainly, with reference to the environment, to occupational health and safety, as well as with reference to all business areas and the provision of services to customers.

Legislative compliance is the starting point on which to develop further improvements such as, from an environmental point of view:

- ✓ Maximum commitment to continuous improvement and mitigation of environmental impacts;
- ✓ Reduction of energy consumption and preservation of natural resources through the separation of waste fractions;
- ✓ Maximum participation and involvement of staff in environmental issues and continuous improvement

from a health and safety point of view:

- ✓ Maximum commitment to continuous improvement and mitigation of occupational health and safety risks applicable to the company;
- ✓ Reduction of workplace accidents and prevention of occupational diseases;
- ✓ Maximum participation and involvement of staff in safety issues and continuous improvement.

The undersigned Departments undertake, also with the support of the other Directors and Managers, to share and disseminate this Policy, helping to ensure that it is understood, implemented and supported at all levels of the organisation and that the principles and values contained therein become a corporate asset shared by everyone.

The dissemination tools used may include not only the publication of the Policy, so that it is accessible to all relevant employees and stakeholders, but also activities involving:

- ✓ regular training and information;
- ✓ continuous awareness-raising, including during meetings with employees;
- ✓ definition of an improvement plan of the Integrated Management System, drawn up periodically, to emphasise the objectives set, the mechanisms for achieving them and the indicators for verifying their achievement.

The President
Giampiero Belcredi

