

Integrated Management Systems Policy

EY Advisory SpA



EY ADVISORY S.p.A. believes that the protection of human and labor rights, as well as personnel and environmental Health and Safety in addition to the prohibition of corruption in all forms constitute primary values in the conduct of its activities.

For this reason, EY ADVISORY S.p.A. is committed to adopting, implementing and maintaining an Integrated Management System for social responsibility, health and safety on the labor, environmental and Prevention of Corruption respectively in accordance with SA 8000, ISO 45001, ISO 14001 and ISO 37001.

The Integrated Management System aims to help ensure:

1

The recognition and/or improvement of workers' human rights, workplace conditions at the
In order to value and protect all its staff and its suppliers, collaborators, consultants, customers

2

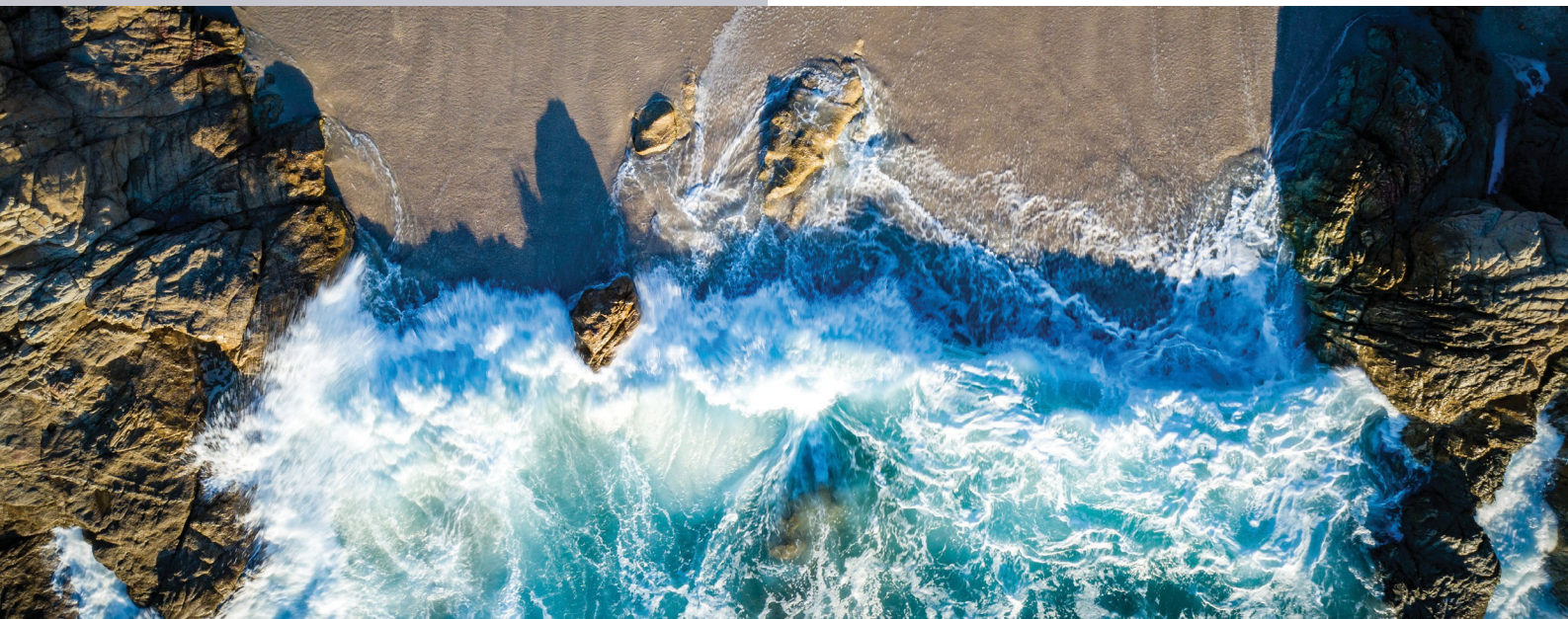
The prevention of accidents and occupational diseases and the continuous improvement of the level protection of Workers' Health and Safety

3

Environmental protection

4

The prevention of corruption



In keeping with these principles, EY ADVISORY S.p.A. intends:

- Maintain compliance of its activities with local, national and other applicable laws, prevailing industry standards, with regard to human and labor rights, Worker Health and Safety in the workplace, environmental compliance obligations in addition to prevention of corruption with a view to continuous improvement;
- Commit to compliance with all requirements of the SA 8000 Standard and comply with international instruments and their interpretation;
- Define and make available the resources needed to achieve the set goals;
- Develop, promote and make available to staff and procedures for enforcement, involving the staff of the organization in the knowledge, implementation and compliance with the requirements of SA 8000, ISO 45001, ISO 14001, ISO 37001;
- Refrain from using or supporting Child labor, forms of discrimination, forced or compulsory labor, use of corporal punishment, mental or physical coercion, verbal violence;
- Promote a commitment to guarantee employees' right to collective bargaining and freedom of association, to a decent wage that is sufficient to meet basic needs;
- Promote and implement all reasonable initiatives aimed at minimizing risks and removing causes that may pose a potential risk to the Health and Safety of its Workers and any other persons present in various capacities at its premises;
- To develop a relationship of constructive cooperation, marked by maximum transparency and trust, both internally and with the external community and institutions in the management Health and Safety issues;
- Maintain high performance indices through the implementation of an Integrated Management System, including through an efficient and periodic supervision and control system;
- Implement risk prevention and reduction actions aimed at respecting and protecting environment to prevent pollution and misuse of environmental resources;
- Encourage the use of sharing and collaboration tools (video conferencing, webinars, etc.) in order to contain staff travel;
- Encourage the use of alternative means of transportation to cars for less impact on the environment;
- Implement all useful initiatives to prevent corrupt acts any form, both within the public and private sectors.
- Emphasize the ban on facilitation payments;
- Traceability and archiving of documentation evidencing accounting transactions and records;
- Subject third parties with whom EY ADVISORY S.p.A. does business a due diligence process designed to ascertain their honorability, ethics and professionalism;
- Provide third parties with any useful means of reporting and denouncing suspicions or acts contrary to this Policy.

EY ADVISORY S.p.A. in the knowledge that the following is decisive for compliance with these principles, the active contribution of all its workers, collaborators, suppliers, and customers, intends to develop continuous information, awareness and targeted training.

EY ADVISORY S.p.A. also intends to promote the communication and dissemination of its integrated policy for social responsibility, Occupational Health and Safety, Environmental and Prevention of corruption among its staff and among its suppliers and customers in ways and forms that are effective for stakeholders.

This Policy is reviewed annually at review to ensure its congruity and appropriateness over time with organizational structure and, when deemed necessary, updated and reissued.

Milan, October 31, 2022

The Chairman of the
Board of EY Advisory
S.p.A.



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