

CO&M Group has as its strategic objective to offer services of excellence, operating according to the criteria of quality of service, respect for the environment and the health of workers.

The company policy is aimed at achieving the following objectives:

- ✓ **Recognized, in comparison with its competitors**, the services offered by introducing increasingly flexible solutions to meet the needs of customers
- ✓ **Meet all applicable requirements**, customer requirements, mandatory requirements and any other requirements identified by stakeholders related to the service provided and all business, technical/operational processes
- ✓ **Protect and safeguard the environment** by minimizing the impact of its activities and the treated materials, optimizing the management of emissions to air, water, and soil, pursuing recycling (where possible) and the proper disposal of collected and treated waste, making the best use of equipment, means, processes and energy, and adopting the most appropriate environmental control systems.
- ✓ **Complying with applicable legal framework and other requirements** to which the organization subscribes that relate to occupational health and safety hazards and environmental impacts
- ✓ **Ensure a healthy and safe working environment for our employees** by providing them with adequate training in continuous updating and always ensuring the most appropriate facilities and equipment
- ✓ **Ensure the relationship with the territory by guaranteeing the interested parts** (customers, suppliers, authorities) an active and cooperative relationship
- ✓ **Protect and safeguard workers** by minimizing the impact of their activities on their health by reducing the chances of suffering occupational injuries or contracting occupational diseases and, where necessary, also managing occurrences as an opportunity for improvement (through careful analysis of how they occur)
- ✓ **Carrying out its activities** following suitable methods and within appropriate and safe working environments.

- ✓ **Continuously improve the management**, bureaucratic (verification of technical and professional suitability) and operational (performance of activities) of its contractors.
- ✓ **Obtain training certificates that are not strictly compulsory** (e.g., activities at height or in confined spaces) with respect to the activities performed to expand (and improve) the service provided.
- ✓ **Continuously improve, even in the face of new employees**, the service delivered (and deliverable) by obtaining new certifications.
- ✓ **Maintain the number of injuries of its workers at an appropriate level (possibly "0")** and properly manage the events that have occurred by taking advantage of the analysis of the mode of occurrence to prevent recurrence and to improve the system.
- ✓ **Increasing compliance with voluntary UNI EN ISO** standards and good work practices, to ensure a reliable work methodology for its clients.

To achieve these important goals, management is working to ensure that the company and all its stakeholders act to:

- ✓ **Communicate inside and outside the company** the philosophy of "quality", respect for the environment, and policy "safety first"
- ✓ **Use the best possible technology** to optimize human resources, business performance and reduce environmental impacts
- ✓ **Increase sensitivity of its stakeholders** toward environmental issues
- ✓ **Raise awareness among their employees** to promote safety in the workplace

Management, therefore, is committed to diffusing its Policy to all interested parties and to training, sensitizing, and empowering its employees and partners to ensure that the company's processes are managed appropriately to achieve the best results in terms of quality and environment.

The company intends, therefore, to involve its staff, each within the scope of their responsibilities, committing them to:

- ✓ **Pursue the specific objectives**, geared toward continuous improvement of service and environmental and safety performance to ensure complete customer and stakeholder satisfaction
- ✓ **Facilitate the process of information**, education, and training to ensure efficient and effective implementation of the quality management system
- ✓ **Adopt objectives, action programs, control, and verification tools** on the Quality system capable of involving third parties as well

- ✓ **Ensure specialized support** for the best management of Environment and Safety aspects

To achieve these goals, the Company has created a Quality and Occupational Health and Safety System that complies with UNI EN ISO 9001:2015 and UNI EN ISO 45001:2018 standards with the goal of also being integrated with an ISO 14001:2015 system in the future.

The Management makes itself available to share the document describing its scope of application to anyone who sends a request to admin@coetmgroup.com.

Genova, 30/01/2024


The management