

Quality, Environment, Health and Safety Group Policy

Version	05
Creation date	April 1, 2022
Date of change	July 1, 2025
Authors	Chiara Davi
Verified by	Davide Merlini
Approved by	Andrea Galli

Table of contents

1.	Introduction	3
1.1.	Scope	3
1.2.	Framework	3
2.	Implementation	3
2.1.	Principles	3
2.2.	Application	4
3.	Final Provisions	5

1. Introduction

ARX Group has a Quality Management System in compliance with ISO 9001:2015. Some offices also have an Environment and/or Health and Safety Management System in accordance with ISO 14001:2015 / ISO 45001:2018.

1.1. Scope

This Policy sets out orientations and formalizes the objectives and management commitment to quality, environment, health and safety at work for all activities and services performed by ARX Group.

This document defines the framework for the primary objectives as well as the organizational measures to implement them.

1.2. Framework

Our objectives are to:

- Provide effective, modern and valuable services to our customers, ensuring quality, sustainability and safety at every step.
- Enable company continuous growth and development by adopting the “glocal” strategic concept, which emphasizes balancing local engagement and global expansion through an agile organization.
- Ensure a healthy and safe working environment for employees.
- Protect the environment by promoting sustainability in workplaces and projects and considering climate changes issues.
- Commit to the continuous improvement of all internal processes, ensuring enhanced performance, efficiency, and a sustainable approach across all projects and operations.

2. Implementation

2.1. Principles

We commit to:

- Satisfy our clients by providing services that fully meet all requirements.
- Build a community of talent, a group of specialists across different fields of engineering and architecture.
- Comply with all relevant legal, regulatory, and environmental, health, and safety obligations, in accordance with project and contract requirements.

- Optimize the allocation of human and economic resources, ensuring their balanced and sustainable deployment in line with our strategic, ethical, and environmental objectives.
- Identify health and safety risks in compliance with applicable laws and regulations.
- Develop state-of-the-art and innovative design, construction management and all services performed.
- Promote gender equality with the aim of recognizing, protecting, and enhancing gender differences and ensuring equal opportunities for all employees.

2.2. Application

To pursue the above principles, we:

- Understand the needs and expectations of our customers.
- Develop simple, comprehensible and effective business processes and organizational structures.
- Modify our organization in an agile and effective way to meet customer and market needs.
- Have highly qualified and well-established employees and managers in the relevant geographic area and we guarantee their personal and professional growth and loyalty to the company.
- Build a team spirit within management and projects, fostering a culture of doing, learning, and teaching.
- Ensure a pragmatic, rapid, and well-structured decision-making process.
- Support Project Managers with competent senior managers and qualified experts.
- Promote regular and continuous internal and external training for ARX personnel on technical and management topics, including environmental, sustainability and health and safety subjects, in accordance with legal requirements.
- Use and encourage modern, motivating and transparent communication with customers, employees and all stakeholders.
- During projects and on construction sites, adopt a methodical approach to ensure compliance with current standards, legislation, regulations and quality requirements.
- Through the Construction Management service, promote cooperation with the contractors to safeguard the health and safety of workers and minimize the environmental impacts of the works carried out.
- Provide safety training and promote the use of personal protective equipment, such as helmets, footwear, and high-visibility clothing.
- Critically review the performance in terms of quality, sustainability and safety, encouraging a “lessons learned” approach.
- Ensure the dissemination and sharing of know-how within the Group and across Regions and Business lines, at the organizational and project levels.

- Invest in innovation and research in the broad fields of the Group's activities.
- Implement an organizational structure and develop projects that are both in compliance with sustainability and the reduction of environmental impacts.
- Adopt a Business Ethics & Integrity code "ABC: Anti-Corruption / Business Partner / Code of Conduct" and verify its knowledge, understanding, and compliance.
- Ensure gender equality by adopting various guiding principles, as defined in the Code of Conduct.
- Continuously improve our Quality, Environmental and Health and Safety Management Systems to enhance customer satisfaction, reduce the impact of our operations, and meet evolving goals.
- Adopt a risk-based thinking approach to identify and address opportunities and risks continuously, ensuring that all activities align with our strategic objectives and support the long-term success of the organization.

3. Final Provisions

This document applies to the entire ARX Group organization.

Management will periodically review the Policy, objectives and implementation of the management systems to achieve continuous improvement in terms of quality, environment, health and safety at work, and gender equality.

Compliance with this Quality, Environment and Health and Safety Policy is periodically monitored through specific audits conducted at regular intervals to ensure continuous adherence and improvement.