



COMPANY POLICY

Vimodrone - 02.05.2023

Vimodrone (MI), 02.05.2023

S.I.T.T.I. is a private company specialized in the design, production, installation, and maintenance of integrated communication solutions and systems, for mission and safety-critical applications, wherever reliable and controlled communication is required, within the Air Traffic Control (ATC) market, civil and military, and into the Public Utilities. The professionalism of the operators, the quality of the solutions implemented, and the continuous trend towards improvement, in synergy with technological innovation, are the strengths of the company's strategies. The concept of quality for S.I.T.T.I. means not only the compliance of products with mandatory requirements but also the development of systematic activities aimed at efficiently and effectively achieving the company's objectives and satisfying the needs and expectations of stakeholders.

In the implementation of the company's strategies, S.I.T.T.I. considers the well-being of its employees and collaborators, the protection and respect of the environment and workers' safety, and the security of its information assets, both know-how, and personal data, to be of fundamental importance. These principles are translated into a real corporate philosophy. This approach has led the company to implement and continuously improve an Integrated Management System compliant with ISO 9001:2015 Quality Management Systems, ISO 14001:2015 Environmental Management Systems, ISO 27001:2013 Information Security Management Systems, and NATO publications AQAP-2110 and AQAP-2210. The Integrated Management System includes not only voluntary standards but also mandatory legislation and is used as a tool for controlling and governing the company.

Since 2004, S.I.T.T.I. has also adopted its own Code of Ethics and organizational model, with the aim of verifying and ensuring that the fundamental ethical values of the company are clearly defined and pursued. They represent the basic element of the corporate culture and establish the behavior standards for the Administrators, Managers, and Employees, as well as for all those who, as a result of specific mandates or authorities, represent the Company in relation to third parties in the conduct of business and activities.

To guarantee the pursuit of its mission, S.I.T.T.I. dynamically analyzes its context, identifying the internal and external factors that are critical to achieving its strategic objectives and the expected results of the company's management system. S.I.T.T.I. also adopts a risk-oriented approach and aims to take appropriate actions to address risks and opportunities for each identified business objective and process in the system.

Both management and personnel are required (each collaborating to the extent of their competence) to apply the rules established by legislation, regulations, company procedures, and any agreements promptly, in every workplace where COMPANY employees operate.

With regard to continuous improvement, S.I.T.T.I. is committed to:

- seeking to promote sustainable development from an economic, environmental, and social perspective;
- defining measurable objectives and targets, in a continuous effort of monitoring and improvement, weighing each action and decision taken also in terms of impacts on quality, information security, environment, health, and safety;
- periodically analyzing company activities to identify significant requirements and adequate resources;
- constantly reducing the environmental impact due to the performance of its production processes, activities, and services, in accordance with scientific-technological progress and compatibly with costs.
- monitoring environmental aspects, in compliance with applicable environmental legislation and regulations;
- protecting the environment, biodiversity, ecosystems, and preventing pollution;
- verifying the adequacy of the company's information system, ensuring that information security in terms of confidentiality, integrity, and availability is an integral part of the design and delivery process of company services;
- making security policies and procedures increasingly an integral part of operational processes;

- spread and promote the "culture of information security" among its employees, collaborators, partners, and suppliers;
- reduce the costs of non-quality through adequate corrective actions;
- ensure the customer satisfaction.

S.I.T.T.I. prepares and implements an information/training program for all staff to ensure their co-responsibility and full sharing in terms of company objectives, quality aspects, information security including personal data, sense of responsibility towards the environment, maintenance and development of orderly and safe working conditions.

The Company selects qualified suppliers, contractors, and collaborators, requiring them to share and respect the principles of this Policy, adopt quality, information security, health and safety, and environmental procedures, and maintain appropriate and consistent behavior with the objectives established by the high management.

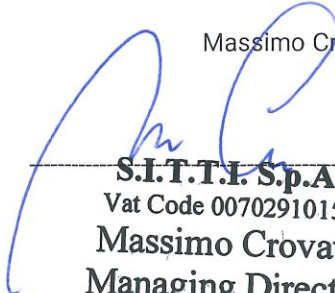
The Management constantly evaluates the correct application of the technological processes defined in order to identify any weaknesses, improvements, and/or innovations based on the above objectives.

With the adoption of a Business Management System, S.I.T.T.I. aims to achieve substantial and measurable results through the definition of appropriate Objectives.

The Management ensures and verifies that the Policy is understood, implemented, and supported at all levels of the organization, allowing for continuous and necessary improvement interventions.

The Corporate Policy is periodically reviewed and appropriately disseminated within the Organization and to Stakeholders.

Massimo Crovato
CEO



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