



Shape the future
with confidence

Integrated Management Systems Policy

EY BGP S.r.l.



The better the question. The better the answer. The better the world works.

EY BGP S.r.l. believes that the protection of human and labour rights the protection of health and safety at work, the gender equality, the enhancement of diversity and inclusion, as well as the prohibition of corruption in all forms, constitute primary values in the performance of its activities.

EY BGP has a strong sense of responsibility towards its employees and feels the need to recreate productive and healthy working environments, in which all moments of life are welcomed as extraordinary opportunities for growth and evolution.

EY BGP can be considered a company responsible for the family, protection and well-being of its employees for whom it has implemented numerous projects and initiatives aimed at improving the quality of life.

Furthermore, in accordance with the requirements of the UNI EN ISO 9001 standard, the Code of Conduct Guidelines, the Global Code of Conduct, EY BGP is committed to ensuring the quality of the services provided and to pursuing continuous improvement based on the global strategic guidelines, which constitute the pillars of EY strategy.

For this reason, EY BGP is committed to adopting, applying and maintaining an Integrated Management System for social responsibility, occupational health and safety and for the environment, gender equality, corruption prevention and diversity and inclusion, in accordance with ISO 9001, SA8000, ISO 45001, PDR 125, ISO 37001 standards.

The integrated management system aims to help ensure:

- 1** performance that fully meets the needs of Clients, in compliance with contractual relationships;
- 2** the recognition and / or improvement of workers' human rights, workplace conditions in order to enhance and protect all its staff and suppliers, collaborators, consultants, customers;
- 3** the prevention of accidents and the occupational diseases and the continuous improvement of the level of protection of workers' health and safety;
- 4** equality and the overcoming of gender stereotypes in relation to the work context;
- 5** the protection of the environment;
- 6** the prevention of corruption;
- 7** the enhancement of diversity and its own inclusive capacity.



In compliance with these principles, EY BGP intends to:

- ensuring high standards of quality, reliability, and timeliness in the products and services delivered responding proactively to the needs of clients and institutional partners;
- implementing tools for measuring performance and customer satisfaction, using key performance indicators (KPIs) to assess operational effectiveness;
- maintain the compliance of its activities with local national and other applicable laws, prevailing industry norms, with regard to human and labor rights, health and safety in the workplace, environmental protection, gender equality, the prevention of corruption and the protection of diversity with a view to continuous improvement;
- commit to compliance with all the requirements of the SA 8000 Standard and comply with international instruments and their interpretation;
- define and make available the resources necessary to achieve the objectives set;
- develop, promote and make available to staff the policies and procedures for the application of the standards, involving the organization's staff in the knowledge, implementation and compliance with the requirements of ISO 9001, SA8000, ISC 45001, ISO 14001, PDR 125, ISO 37001;
- refrain from using or supporting forms of child labour, forms of discrimination, forced or compulsory labour, use of corporal punishment, mental or physical coercion, verbal violence;
- promote efforts to guarantee employees' right to collective bargaining and freedom of association to a living wage that is sufficient to meet basic needs;
- promote and implement any reasonable initiative aimed at minimizing risks and removing causes that may represent a potential risk to the health and safety of its workers and any other person present in various capacities at its offices;
- develop a relationship of constructive collaboration, based on maximum transparency and trust, both internally and with the external community and institutions in the management of health and safety issues;
- maintain high performance indexes, through the implementation of an Integrated Management System, also through an efficient and periodic supervisory and control system;
- implement any useful initiative to prevent corruptive acts in all forms, both in the public and private sectors;
- underline the prohibition of preferential payments;
- ensure the traceability and archiving of documentation certifying accounting operations and records;
- subject the third parties with which EY BGP operates to a due diligence process aimed at ascertaining their integrity, ethics and professionalism;
- respect the constitutional principles of parity and equality and adopt policies and measures to promote women's empowerment;
- adopt measures to promote effective equality between men and women in the workplace and to protect diversity in general;
- promote welfare policies and adopt specific measures in favor of equal opportunities also through appropriate communication and marketing and advertising activities;
- guarantee equal opportunities for growth in the company and equal pay;
- adopt policies for the management of parenthood and work-life balance;
- implement risk prevention and reduction actions aimed at respecting and protecting the environment, preventing pollution and the misuse of environmental resources;
- promote the use of sharing and collaboration tool (videoconferencing, webinars, etc.) to reduce staff travel;
- encourage the use of alternatives to cars to reduce environmental impact;
- reduce GHG emissions, in line with the direction defined at EY Global level;
- implement energy efficiency projects in offices;
- promote and carry out initiatives aimed at improving water consumption management in buildings;
- provide third parties with any useful tool for reporting suspicions or acts contrary to this Policy.

EY BGP, aware that the active contribution of all its workers, collaborators, suppliers and customers is crucial for compliance with these principles, intends to develop a continuous work of information, awareness and targeted training.

EY BGP also intends to promote the communication and dissemination of its integrated policy for quality, social responsibility, health and safety at work, environmental protection, gender equality, diversity and inclusion, corruption prevention among its staff and its suppliers and customers with effective methods and forms for interested parties.

This Policy is reviewed annually during the review to ensure its congruity and adequacy over time with the organizational structure and, if deemed necessary, updated and reissued.

Milan, December 19, 2025

Chairman of the Board of Directors
EY BGP S.r.l.



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