



Shape the future
with confidence

Integrated management systems policy

EY E&TS S.r.l.



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

EY Engineering and Technical Services S.r.l. (abbreviated as EY E&TS S.r.l., hereinafter also EY E&TS) believes that the protection of the gender equality constitute primary values in the performance of its activities.

Furthermore, in accordance with the requirements of the UNI EN ISO 9001:2015 standard, the Code of Conduct Guidelines, the Global Code of Conduct, EY E&TS 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's «ALL IN» strategy.

For this reason, EY E&TS is committed to adopting, applying and maintaining an Integrated Management System for quality and gender equality, in accordance with ISO 9001 and PDR 125 standards.

The integrated management system aims to help ensure:

- 1** performance that fully meets the needs of Clients, in compliance with contractual relationships;
- 2** equality and the overcoming of gender stereotypes in relation to the work context.



In compliance with these principles, EY E&TS 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 regulations, with regard to gender equality with a view to continuous improvement;
- define and make available the resources necessary to achieve the set objectives;
- 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 and PDR 125;
- maintain high performance indexes, through the implementation of an Integrated Management System, also through an efficient and periodic supervisory and control system;
- 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;
- provide third parties with any useful tool for reporting suspicions or acts contrary to this Policy.

EY E&TS, 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 E&TS also intends to promote the communication and dissemination of its integrated policy for quality and gender equality 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, May 12, 2026

The Board of Directors
EY Engineering and Technical Services S.r.l.

Marco Sandoli

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All in to shape the future with confidence.

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