



# Integrated Management Systems Policy

EY S.p.A.



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

EY SpA believes that the protection of human and labour rights, gender equality, the enhancement of diversity and inclusion, as well as the protection of the health and safety of personnel and the environment as well as the prohibition of corruption in all forms and the promotion of the rational use of energy are primary values in the performance of its activities.

EY SpA 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 SpA 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 SpA 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.

In this context, EY SpA undertakes to adopt, apply and maintain an Integrated Management System for quality, social responsibility, gender equality, diversity and inclusion, occupational health and safety, environmental, corruption prevention and energy management respectively in compliance with the following standards: ISO 9001, SA 8000, PDR 125, ISO 30415, ISO 45001, ISO 14001, ISO 37001 and ISO 50001.

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** equality and the overcoming of gender stereotypes in relation to the work context;
- 4** the enhancement of diversity and its own inclusive capacity;
- 5** the prevention of occupational accidents and diseases and the continuous improvement of the level of protection of workers' health and safety;
- 6** environmental protection;
- 7** the prevention of corruption;
- 8** continuous improvement of energy performance.



In compliance with these principles, EY SpA 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 compliance of its activities with local, national and other applicable laws, prevailing industry norms, human and labour rights, gender equality, diversity and inclusion, workers' health and safety in the workplace, energy efficiency, rational use of energy and energy consumption and environmental compliance obligations as well as the prevention of corruption 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 policies and procedures for the application of standards, involving the organization's staff in the knowledge, implementation and compliance with the requirements of ISO 9001, SA 8000, PDR 125, ISO 30415, ISO 45001, ISO 14001, ISO 37001 and ISO 50001;
- 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 premises;
- 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 indices, through the implementation of an Integrated Management System, also through an efficient and periodic supervisory and control system;
- implement risk prevention and reduction actions aimed at respecting and protecting the environment to prevent pollution and improper use of environmental resources;
- encourage the use of sharing and collaboration tools (videoconferences, webinars, etc.) in order to contain staff movements and improve energy
- encourage the use of alternative means to cars for a lower impact on the environment and a more efficient use of energy;
- implement any useful initiative to prevent corruptive acts in any form, both in the public and private sectors;
- emphasise the prohibition of facilitative payments;
- ensure the traceability and archiving of documentation certifying accounting operations and records;
- subject the third parties with whom EY SpA operates to a due diligence process aimed at ascertaining their integrity, ethics and professionalism;
- provide third parties with any useful tool for reporting and reporting suspicions or acts contrary to this Policy;
- promote both internally and externally a correct use of energy based on efficiency and energy saving;
- promote the supply of efficient products and services that have a positive impact on energy performance;
- provide a framework for defining and revising energy objectives and targets;
- 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 working environment;
- 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 parenting and work-life balance.

EY SpA, 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 SpA also intends to promote the communication and dissemination of its integrated policy for quality, social responsibility, gender equality, diversity and inclusion, health and safety at work, energy, environmental, 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 adequacy and adequacy over time with the organizational structure and, if deemed necessary, updated and reissued.

*Milan, December 19, 2025*

The Chairman of the Board of Directors  
di EY SpA



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