

	<b>Management Responsibilities</b>  <b>Integrated Policy</b> <b>UNI EN ISO 9001, UNI EN ISO 14001,</b> <b>OHSAS 18001</b>	<b>Mod. 5.2.a_15</b> <b>Rev.4</b> <b>(par. 5.2 ISO 9001:2015)</b>
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The Top Management of the company LA SIA Spa, intends to adopt, and guarantee efficiency of, a Management System that is compliant with the UNI EN ISO 9001, UNI EN ISO 14001, OHSAS 18001 regulations and is focused on ensuring constant compliance of product/service with requirements demanded by the interested parties and applicable legislations.

With a view to improving the Company Management System, La Sia has analyzed and considered factors present in its context, identified the parties involved, their needs and expectations, updating the mapping of the processes and developing a map of risks and opportunities containing the actions necessary to eliminate and/or reduce risks and, at the same time, seize opportunities for continuous improvement of the organization.

The Integrated Policy of LA SIA SpA is the expression of the cultural and projectual identity of the Company:

- it prescribes limitations and measures for future actions,
- it is expressed in writing in clear and understandable terms,
- it is subject to change, but on a stable basis,
- it is reasonable and attainable,
- it grants discretion to those who have responsibilities for its implementation.

The basic elements of this Policy are:

- the technical needs of engineering services offered;
- the mission of the Company,
- the Company's vision,
- the existing resources and constraints.

The Company's Integrated Policy's implementation tools are the Company's Management System Manuals. These documents must not be an end in themselves but must add value in order to demonstrate that processes have been planned, carried out and monitored, as well as have continuously implemented and improved the Company's performances.

È In fact, the strategic objectives and the general directions of the company management are defined, then translated into the Integrated Policy whose main purpose is to establish the behaviors that everyone must keep in defining objectives at various levels, in making choices and in governing the various processes.

The Organization has completed the transition to UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 regulations while it has already undertaken the transition to ISO 45001 (which will replace the OHSAS 18001).

The phases of this transition consist of:

- Analysis of the context by identifying the relevant interested parties, their needs and expectations,
- Identification of external and internal factors relevant to their strategic purposes,
- Process mapping integrations,
- Risk/opportunity mapping with risk level assessment, based on updated process mapping,
- Definition of objectives and improvement actions, Action plan with identification of priorities Mapping and updating of indicators.

In summary, the structural framework for defining the objectives that LA SIA SpA sets itself in pursuing its own Integrated Policy are:

- planning and monitoring actions to address risks and opportunities in relation to the analysis of the Organization's context, the identification of relevant external and internal factors, the needs and expectations of the parties involved and the objectives formulated;
- engaging in the optimization of business processes in order to achieve, through continuous improvement, the highest level of efficiency and effectiveness for the fulfillment of the system requirements, respecting environmental protection, health and safety of workers and quality of services and sustainability of the activities carried out; thus achieving a reliable, secure, punctual and flexible quality service;

- the continuous development and monitoring of application of "minimum standards" relating to some components of the products to be used in carrying out technical activities of designing and implementing the works envisaged in our Clients' investment plans, as well as in the provision of advanced services, in order to increase efficiency, effectiveness, uniformity and quality of engineering products/services;
- developing and strengthening the implementation of advanced engineering services, including IT services;
- developing the ability to respond to the needs and expectations of its customers and stakeholders, monitoring their degree of satisfaction, managing any complaints and proposing initiatives for their information and their involvement;
- making sure that every employee working within the Company feels, in relation to his duties, personally involved in the implementation of the Integrated Policy;
- promoting actions to prevent and reduce the environmental impacts generated by its activities (with actions aimed at preventing pollution) and the risks for the safety of workers;
- maintaining compliance with European, national and local standards, with reference to the quality of the services provided, the protection of the environment and the hygiene and safety of workers;
- improving procurement management so that the specific characteristics are highlighted in the process of qualification, management, evaluation and selection of suppliers;
- annually reviewing the Integrated Policy and its objectives to ascertain their consistency.
- Orientate the Company's Structure towards consolidation of the Project Verification Sector
- Undertake not to carry out project verifications where there are situations that may be in contrast with the requirements of independence and impartiality of the specific verification activity;
- Strive to constantly guarantee the quality of the project verification service.

Company personnel is required to know the Integrated Policy and to follow both the procedures related to the individual processes (of which it is an active part) as well as those relating to the System in general. Each employee will be provided with all the procedures to which he/she must comply, which will still be available on the company server or at the Quality O.U. that has archived them.

Finally, it is important to reiterate that the main purpose of the Integrated Policy is to satisfy all interested parties (stakeholders) through continuous improvement of processes and services, and it can only be achieved by sharing the company's philosophy with employees, promoting awareness, knowledge and application of the fundamental elements of the Integrated Management System.

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The Management

**LA SIA SPA**  
**Amministratore Unico**  
**Marzio Gatti**

