



Integrated Management System Policy

Excerpt for www.moveax.it

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ABSTRACT_POL_SGI

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moveax is committed to ensuring operational excellence through an **Integrated Management System (IMS)** that complies with the leading international standards in quality, information security, workplace health and safety, and gender equality, in reference to **ISO 9001, ISO/IEC 27001, ISO 45001, and the UNI/PdR 125:2022** practice.

moveax's IMS is based on clear principles, objectives and commitments, set out in our Integrated Management System Policy. In particular, its objectives are to:

- **Continually improve business processes** in order to meet and exceed our customers' expectations;
- **Protect the confidentiality and integrity of corporate and customer information;**
- **Ensure equal opportunities** in recruitment, promotion and professional development, promoting an inclusive environment that values diversity;
- **Protecting employees' psycho-physical well-being** and physical integrity by providing safe and healthy working conditions, with a commitment to preventing injuries and occupational illnesses, eliminating hazards, and reducing risks.

These objectives are supported by commitments and strategic actions guided by the following key principles:

- **Leadership and strategic direction** - we clearly define and steer the organisation's strategic direction in order to guide corporate objectives;
- **Risk-based approach** - we promote a risk-management culture, identifying, assessing and managing risks in order to optimise opportunities;
- **Objective planning** - we set measurable objectives, aligned with the company strategy and the needs of interested parties;
- **Continual improvement** - we promote the continual improvement of processes, quality and services;
- **Monitoring and evaluation** - we ensure the constant monitoring of progress towards corporate objectives and of the effectiveness and efficiency of the IMS, through performance indicators and audits.

- **Customer focus** - we aim to meet and exceed customer expectations through a high-quality service;
- **Adequacy of resources** - we ensure that resources are adequate and properly managed in order to guarantee the effectiveness and efficiency of the IMS;
- **Compliance with legal and regulatory requirements** – we ensure compliance with applicable regulations;
- **Participation of interested parties** - we foster the involvement of interested parties in order to ensure the success of the IMS.
- **Inclusive environment** - we ensure equal opportunities and a working environment that respects diversity;
- **Health and safety culture** - we are committed to ensuring safe and healthy working conditions, promoting awareness and shared responsibility at all levels of the organization, adopting a preventive approach aimed at eliminating hazards at the source and minimizing risks in compliance with applicable requirements, and promoting employee participation and continuous improvement.

moveax is firmly committed to upholding the values of diversity, inclusion and gender equality, aiming to create a working environment that respects the rights and dignity of every person and does not tolerate any form of discrimination. We do not make any distinction on the grounds of gender, age, sexual orientation or gender identity, disability, health status, ethnicity, nationality, political opinions, social background or religion.

We are committed to removing cultural and material barriers so that everyone can express themselves and feel valued within our company. We also promote diversity, inclusion and gender equality not only within the company but also in our business relationships.

For the effective management of the IMS, and to supervise and ensure compliance with corporate policies, moveax has set up a **Compliance Office**. In addition, to support and develop the company's gender-equality policies, the **Inclusion & Equality Committee** has been established.