Integrated Management System Policy

Excerpt for www.moveax.it

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moveax is committed to ensuring operational excellence through an Integrated Management System (IMS) compliant with ISO 9001, ISO/IEC 27001, ISO/IEC 42001, ISO 45001 and the UNI/PdR 125:2022 practice, in the areas of quality, information security, occupational health and safety, responsible use of Artificial Intelligence and gender equality.

moveax's IMS is based on principles, objectives and commitments defined in the Integrated Management System Policy. The objectives are:

- **Quality**: deliver services that meet or exceed customer expectations;
- **Information security**: protect the integrity, confidentiality and availability of company and customer information;
- **Gender equality:** ensure equal opportunities in recruitment, promotion and professional growth, fostering an inclusive environment and valuing diversity;
- **Occupational health and safety**: protect people's physical integrity and wellbeing by providing safe and healthy working conditions;
- **Responsible use of artificial intelligence**: ensure that AI systems are adopted and used in a transparent, fair and secure way, in support of people and under human oversight.

The objectives are pursued through Management commitments guided by the following principles:

- **Leadership**: Management leads the IMS, is accountable for it and ensures its resources;
- **Risk-based approach**: decisions are based on the assessment of risks and opportunities and on evidence;
- **Integration**: IMS requirements are part of business processes, not a parallel system;
- **Human centricity**: protection, fairness and inclusion of people, and human oversight of technology;
- **Compliance:** respect for the legal, contractual and regulatory requirements applicable in every IMS area;
- **Continual improvement**: measurement of performance and involvement of interested parties to improve continually.

Commitments also include attention to environmental impacts, which are taken into account in organisational, technological and procurement choices, in risk assessment and in the impact assessments of AI systems.

With regard to Artificial Intelligence, moveax distinguishes between internal AI systems, used in support of its own processes, for which it acts as a user (deployer under Regulation (EU) 2024/1689), and external AI systems, developed or supplied for its clients. The IMS currently covers internal AI systems.

moveax is committed to adopting and using AI systems with respect for human centricity and human oversight, transparency, fairness, accessibility and information security, subjecting every system to an impact assessment before adoption.

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. We also work to prevent and mitigate bias in decisions and processes concerning people and in the results produced by the tools we use, through defined criteria, training and awareness, human verification of outcomes and monitoring of data.

To ensure effective management of the IMS, moveax has established the Compliance Office, led by the Responsabile Compliance and supported by the Committee Compliance, the Committee Inclusion & Equality, for gender equality, and the Committee AI, for the responsible use of Artificial Intelligence.

This document is reviewed at least annually at the Management Review, together with the IMS Policy of which it is an excerpt, and whenever significant organisational, regulatory or technological changes occur.