



Management system policy

Company name: Cives Ltd

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Version history

Version	Date	Description	Author	Approved by
1.0	14/09/2024	First version	Brian McGlynn	Alfeo Pareschi

Purpose

Cives Ltd promotes the policies that contemplate the needs for economic development and value creation, inherent in the business activities attributable to it, with the requirements of respect for and protection of the environment and social responsibility and security of information and data. It is also committed to complying with current regulations by encouraging the spread of a culture of respect for legal principles.

The principles of safeguarding, safety, and dignity of the human person are the principles that inspire the Policy of Cives Ltd.

The Company's commitment is to develop and implement an Integrated Management System through the active involvement of the entire corporate structure so that it participates, according to its tasks, in achieving the management system objectives identified and to promote:

- Data and information security ;
- Continuous improvement;
- Respecting and valuing people;
- Innovation and change;
- Transparent communication and worker participation;

The strategies, which underlie the development of the company's business, are based on the company's values and mission, which also influence the behavior guidelines for employees and collaborators in order to achieve the best possible results by sharing problems and opportunities.

In order to implement its Policy, Cives Ltd is committed to:

- Apply the logic of risk analysis to all operational and decision-making processes
- Promote and spread the culture of continuous improvement oriented toward service conformity/quality, customer satisfaction, and environmental, health and safety, and information security protection.



- Engage, motivate, make aware and value people through professional training, operational training and qualification on specific critical processes.
- Ensure active compliance with legal regulations applicable to the scope of the company's management system with the aim of continuously improving the working conditions of staff, including suppliers
- Ensure the security of the services provided, in terms of integrity, confidentiality and availability of information and data, based on the policies of proper and secure use of ICT technologies and the systematic assessment of the risks associated with them by adopting a set of measures, controls and procedures for the proper processing of personal data.
- Sustainable use of resources, preservation of biodiversity and ecosystems, adaptation to climate change as well as mitigation of its impacts by providing trained, efficient human resources supported by adequate infrastructure resources

Cives Ltd annually defines, in the Management Review, its improvement objectives on which to evaluate the effectiveness and usefulness of its Management System and provides adequate means and resources to achieve them.

In order to comply with this Policy and achieve the goals we have set for ourselves, we must work as a team and aim to constructively engage all people who are part of the world of Cives Ltd.