



Integrated Management System Policy

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1. Purpose of the document and scope of application

This document establishes the Integrated Management System Policy of Gridspertise S.r.l. and its subsidiaries (hereinafter “Gridspertise”), covering Quality, Health, Safety and Environment (HSE), Information Security, and Integrity.

The Policy applies to all activities, processes, personnel, and sites under the control of Gridspertise.

2. Document versions management

Document version	Revision description
no. 1 of 27/03/2023	First issue. This version revokes and replaces previous Organizational Policies or Procedures applicable and/or adopted by Gridspertise in the definition of the Integrated Policy.
no. 2 of 13/04/2026	Second issue. This version revokes and replaces previous Organizational Policies or Procedures applicable and/or adopted by Gridspertise in the definition of the Integrated Policy.

3. Approval workflow

Prepared by:

- Processes (Quality)
- Health, Safety and Environment Approved by:
- Processes
- Chief Executive Officer

4. Integrated management system policy

Gridspertise activities include research, development, manufacturing, and subsequent marketing, including technical support, of equipment and technological solutions for electricity meters remote management, advanced network automation and other applications in the electrical power sector including field operations and IoT (Internet of Things) systems support technologies for the management and analysis of electrical data.

Gridspertise has adopted innovative methods that make their activities and marketed equipment to connote with sustainability thanks to their modern circular economy design and building techniques aimed to minimize environmental impacts.

Gridspertise is committed to increase customer satisfaction, guarantee and manage information security, safeguard the health and safety of all people involved into or influenced by its activities, providing safe, healthy and sustainable working conditions and appropriate and adequate tools, to protect the environment and biodiversity, as well as prevent and combat all types of

corruption in accordance with the "Code of Ethics", "Zero tolerance to corruption plan" and the guidelines adopted.

By implementing an Integrated Management System (IMS) in compliance with international standards ISO 9001, ISO 27001, ISO 14001, ISO 37001 and ISO 45001 and based on the principle of continuous improvement, Gridspertise S.r.l. systemically manages risks to protect its customers and stakeholders and is constantly committed to ensuring full compliance with standards, laws and other major requirements.

Gridspertise using its IMS as a fundamental tool for staff involvement and continuous improvement of its business activities, has identified its "Anti-Bribery Compliance Function" in charge of corruption prevention vested with full authority and independence, and ensures that all appropriate information and resources are available to this function, undertaking to conduct periodic checks that the policy principles remain in line with the strategic objectives and guidelines adopted by the Company.

In line with the above principles, Gridspertise commits to:

- A. Always pay constant attention to Customers, in the spirit of long-term partnership, and to those involved in the activities, ensuring compliance with high quality standards;
- B. Accurately select and monitor suppliers, verifying their activities to ensure the expected quality levels and aligning their operational health, safety, environmental (HSE) and ethical standards with those of Gridspertise;
- C. Protect the environment, preventing pollution and reducing environmental impacts through the application of the best available technologies and circular economy method;
- D. Ensure business development sustainability, promoting the involvement of employees, customers and stakeholders to generate shared value for communities, future generations, and Gridspertise;
- E. Constantly evaluate HSE-related hazards for workers and the environment by adopting a systematic approach to eliminate such hazards or, when impossible, mitigate them trying to achieve "zero accident" objectives;
- F. Safeguard the confidentiality, integrity, and availability of managed information by applying a riskbased approach in line with both business objectives and regulatory requirements;
- G. Increase the awareness and competence of its employees, through training, participation and consultation, promoting continuous professional improvement;
- H. Prohibit and actively engage in the prevention of any behavior of bribery or attempted bribery;
- I. Encourage the reporting of alleged corruption, making the misbehavior reporting tools available to employees and stakeholders and protecting whistleblowers from potential retaliations, and prosecute any behavior that does not comply with the anti-corruption policy, using, among other things, the sanction system prepared by the Gridspertise P&O unit.

5. Positioning with respect to process map

- Core Business Process: • Macro Process: Processes
- Process: Integrated Management System Policy

6. References

Current reference corporate and organizational documents are listed below.

- Organization and Management Model under Legislative Decree 231/2001 adopted by the Company
- Policy no. 1: "Code of Ethics of Gridspertise S.r.l.";
- Policy no. 2: "Human Rights";
- Policy no. 3: "Zero Tolerance to Corruption (ZTC)"
- Policy no. 4: "Workplace Harassment Policy"
- Policy no. 5: "Whistleblowing Policy"
- Policy no. 6: "Diversity and Inclusion"
- Policy no. 7: "Corruption Prevention Policy"

7. Definitions and acronyms

Terms and acronyms	Description
Anti-Bribery Compliance Function	Corruption prevention function, i.e. a person or people with responsibility and authority of anti-corruption management system (ISO 37001 – Ref. 3.8)
Gridspertise	Gridspertise S.r.l. and subsidiaries.
Integrated Management System (IMS)	IMS is a set of interrelated or interacting elements within an organization aimed at defining policies, objectives, and processes to achieve objectives
HSE	Gridspertise Health, Safety and Environment function
ISO	International standardization organizations composed of representatives of various national standardization organizations
P&O	Gridspertise People and Organization function

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communications@gridspertise.com



gridspertise.com

