

General policies for Environmental Management

Gruppo Zenit S.r.l. is a Managed Service Provider: it provides IT services in managed mode on Private Cloud infrastructures in IaaS, PaaS, SaaS modes; guarantees 24/7 monitoring, 24/7 SPOC, Incident and Problem Management. Furthermore, it offers its thirty years of experience in the field of IT consultancy for Digital Transformation and Change Management.

The Gruppo Zenit Top Management has prepared an Environmental Management Policy through which to provide the services described above while respecting the environment and the resources made available.

Gruppo Zenit, aware of the climate changes that are affecting our planet, is sensitive to the issue of protecting the environment as a resource for the well-being of humanity. For this reason, safeguarding and protecting the environment are issues of primary importance for Gruppo Zenit which is committed daily to directing its activities to respect the balance between economic initiatives and environmental needs.

The widespread belief of Gruppo Zenit Top Management is that attention to the use of energy and the disposal of everyday materials will lead to better preservation of a more intact natural environment, as well as promoting more conscious resource consumption models and therefore the possibility of also containing operating costs. In fact, the Top Management has identified ethical, economic, legal and commercial benefits in adopting an environmental policy.

Responsibility for the application of this Policy concerns the entire company organization, from the Top Management down to each individual employee.

Continuous improvement

The good practices identified by the Top Management with the aim of guaranteeing an efficient and updated Environmental Management System all focus on continuous improvement. This is guaranteed through involvement, cooperation and collaboration between company resources. In particular:

1. Through the guarantee by Top Management to provide full support and resources, assisting the Management in defining clear roles and responsibilities and allowing a periodic review of the Policy, Objectives and implementation of the System through internal auditing activities.
2. Through a process vision that takes into consideration the organizational context and management strategies, the planning of objectives, the management of resources, assets, policies and procedures, the criteria for self-assessment and internal verification of organization and the stimuli towards such improvement.
3. Paying attention to the surrounding environment, relying on a preventive approach to problems rather than on subsequent control and related correction, in order to



significantly reduce the probability of accidents, injuries or other non-compliances occurring.

4. Through the involvement of staff, customers and suppliers, welcoming their contributions and reports, in a working environment open to constructive communication and open to dialogue.
5. Preparing staff training and refresher plans, maintaining high levels of performance, ability to respond to changes and identify new growth opportunities.

This policy is formulated and reviewed by the Top Management of the Company. All staff, based on their knowledge, have the responsibility to report any weak point identified in the company systems to the System Manager. This policy is reviewed regularly to identify any changes that affect it and to ensure that it remains suitable for the organization's purposes and the expectations of stakeholders.

Novara, 10/09/2023

The Top Management