

# COMPANY POLICY

January 2024

## VISION & MISSION

The history of a Company, like the life of the people who make it up, is marked by precise moments and principles that define its path and growth. The **principles** that inspire us at R.Pierre Digital are not abstract words or concepts, but they guide and direct our conduct and influence our daily experience.

We believe in **technology** as a medium, as a tool for growth, innovation, continuous development and orientation towards a **virtuous Circular Economy**.

We believe in **our approach to projects**, tailor-made, all-round, with the synergistic involvement of skills ranging from consulting, engineering, programming, communication, training ...

We believe in the value of technology and in the intelligent and sustainable use of every component and technological devices we handle. **We work every day with the aim of offering valuable services and technology to live better and with minimal impact on the environment in which we move!!**

### THE CUSTOMER

- Always have a careful eye on the market and consolidate **R.Pierre Digital's position as a point of reference**
- propose tailor-made solutions, intercepting the real needs of customers
- develop comprehensive answers to every need

### THE PRODUCT THE SERVICE

- Research innovation by constantly improving the technological level used and proposed
- create and supply high-quality services and products, with efficiency, effectiveness and flexibility, such as to meet the needs and expectations of customers while achieving the profit necessary for continuous development and improvement of the company, the human resources involved and the social and environmental context in which it operates.

### THE SUSTAINABLE PROFIT

- Keeping yourself a healthy company that produces profit
- operate for a sustainable profit, for a growth in turnover and margins that is at the same time attentive to social and environmental sustainability
- be sensitive to the environmental impacts, both direct and indirect, related to our business, especially for the Circular Economy projects that we implement and promote.
- set goals of ever lower impact on the pollution produced and containment of resource consumption, monitoring them using specific process indicators and defining objectives and targets.

### THE STAKEHOLDER

- Motivate people, the company's main resource, without any discrimination and with the utmost respect for each person's identity, by taking care of their well-being and encouraging their initiative and personal and professional growth and requiring dedication, a sense of responsibility and team spirit
- prospect the continuity of work to its employees and partners
- promote a constant commitment in relation to the elimination of dangers and the reduction of risks to the health and safety of workers in healthy environments, implementing solutions aimed at the prevention of accidents and occupational diseases

## INTEGRATED MANAGEMENT SYSTEM ENVIRONMENT, HEALTH and SAFETY

### Our goals!

The deep bond that R.PIERRE DIGITAL has with the context in which it operates, induces it to commit itself to its economic, environmental and social improvement.

By the **certifications according to the UNI EN ISO 27001, 9001, 14001 and 45001 standards**, the company keeps alive its vocation for continuous commitment and updating, which, in the medium term, is realized by pursuing the objectives described below, through the involvement and the active collaboration of all interested parties. The company objectives are developed on the basis of the analysis of the context, and of the needs and expectations mainly of customers and workers with a view to sustainability, maximization of opportunities and minimization of risks.

**Leadership:** The Management assumes responsibility for the effectiveness of its "management system", making all the necessary resources available and making sure that the planned objectives are compatible with the context and strategic guidelines. In particular, it is committed to establishing and strengthening a system of delegation and specific responsibilities on the issues of quality, safety and the environment.

**Green Attitude:** The marked propensity for the GREEN dimension, which R.Pierre mainly implies in its intrinsically eco-sustainable activities, leads to the application of internationally recognized environmental management systems to the entire organization. With **the Life Cycle Management solutions of technological equipment**, R.Pierre acts as an enabler of the European Green New Deal and promotes, with its activities, the enhancement of high-tech products, the efficient use of energy resources and raw materials; optimal management of WEEE; training and raising awareness of employees and all stakeholders on eco-sustainability issues aimed at continuously improving company performance with the utmost respect for correct and intelligent environmental management

**Approach for processes and purposes of common benefit:** Organize and plan business processes so that the objectives to be pursued are unambiguous and the related responsibilities and resources are established, defining operating methods and controls on the functioning of the organization. In the exercise of its economic activity, "in addition" to the lucrative purpose, R. Pierre sets the activities and resolutely pursues "also" purposes of benefit for the community, operating in a responsible, sustainable and transparent manner towards all stakeholders.

**Risk and opportunity assessment :** Promote at all levels an adequate sense of proactivity in the assessment and management of one's own risks, in relation to the specific activity carried out, contextualized within the company business, to direct and indirect environmental aspects and to aspects relating to health and safety at work.

**Involvement of staff, stakeholders and performance improvement:** Promote the development of internal professional skills and an adequate selection of external collaborations, involving staff and all interested parties. The objective of consultation and participation of workers on the integrated management system is aimed at improving organizational flows and active participation in environmental and work safety matters. This is carried out through specific meetings organized with the staff involved, during which the performance of the integrated system is analyzed and specific actions are implemented for continuous improvement (e.g. increase of environmental performance and reduction of accident rates).

**Compliance with regulations and mandatory laws:** Operate in compliance with safety, the environment and current regulations.

The **Legality Rating\*\*** that R.Pierre obtained in 2022, is an indicator of compliance with the high standards of legality and attention placed in the correct and transparent management of the company business.

**R. Pierre Digital SpA has always had a firm POINT :**

**If we work best, we promote the good of everyone, ours', our collaborators', our partners', our customers', of those who observe us, of the environment in which we live. Only in this way can we participate in the construction of the common good! If we are aware of this, there is no crisis that can stop us!**

