



**Policy for Quality, Information
Security and Worker Health and
Safety**
(see chap. 5 – ISO 9001:2015, ISO 27001:2022;
ISO 45001:2018)

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The provision of quality services, security and protection of information assets and health and safety at work are essential conditions for the achievement of AXXAM S.p.A.'s business objectives.

The requirements for quality, information security and for the health and safety of workers are consistent with the objectives of the Organization and the Integrated Management System (IMS) represents the tool that allows the identification of correct best practices and/or best in class for the constant improvement of company quality, information security and health and safety at work, sharing information with the various stakeholders, carrying out correct operations and reducing the risks associated with the activity and processes to acceptable levels. In consideration of this, the performance of company activities must always take place guaranteeing adequate levels of quality of the services provided, confidentiality, integrity and availability of the information processed, and the health and safety of the workers involved through the adoption of a formal "Quality, Information Security and Worker Health and Safety Management System" (IMS) in line with the requirements expected by the stakeholders of AXXAM S.p.A.

AXXAM has always been committed to satisfying its customers by providing solutions to the pharmaceutical industry in the field of Early Drug Discovery and, to this end, has identified the following fields of application, with respect to ISO standards.

The Quality and Occupational Health and Safety Management System is applied to:

"Research laboratory activities in the biotechnological, pharmaceutical and diagnostic sectors for the identification and validation of bioactive molecules in all sectors of life sciences"

and the Information Security Management System is applied to:

"Management of the IT infrastructure to support the activities of the Research Laboratory in the biotechnology, pharmaceutical and diagnostic sectors for the identification and validation of bioactive molecules in all sectors of life sciences"

The general objectives of the IMS, pursued with the commitment of the Management, are:

- demonstrate to its stakeholders that it provides quality services that follow defined processes aimed at continuous improvement;
- demonstrate to customers its ability to regularly provide secure services, maximizing business objectives;
- minimize the risk of loss and/or unavailability of customer data, planning and managing activities to guarantee service continuity;
- carry out a continuous and appropriate risk analysis that constantly examines the vulnerabilities and threats associated with the activities to which the system applies;
- comply with applicable laws and regulations, contractual requirements, company rules and procedures;
- promote collaboration, understanding and awareness of the IMS by strategic suppliers;
- promote continuous education, training and awareness activities for employees;
- comply with the principles and controls established by ISO 9001, ISO 27001 and ISO 45001 or other standards/regulations governing the business activities in which the company operates, including the regulations relating to Privacy and the security of personal data (GDPR) and Legislative Decree 81/08.



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The whole company and its partners are involved in reporting any non-conformities with respect to the expected results on the quality of services, in the reporting of incidents found in terms of information security or health and safety at work as well as any weakness identified in the IMS and are committed to supporting the implementation, operation, periodic review and continuous improvement of the IMS.

The company's top Management is committed to improving the working conditions of its workers, eliminating dangers and reducing risks to the health and safety of workers, promoting consultation of workers at all levels, in particular by setting up a Committee for Health and Safety at Work that involves not only RSPP and RLS but also other figures suitable for providing observations or advice for the continuous improvement of safety at work. The Management is also committed to encouraging contractors and suppliers in general to adhere to our same standards and to evaluate them based on their stance regarding occupational health and safety. The entire organization is committed to ensuring the timely reporting of any near miss and/or incident, intervening immediately with remedial actions and committing to investigating the causes to determine corrective actions aimed at preventing similar events in the future.

The top Management is committed to pursuing, with the appropriate means and resources, the objectives of this policy, with the aim of continuous improvement of the quality of its work, the security of information in the supply and the health and safety of workers in the implementation of its services.