

SAET, in line with the mission of Renantis Group, is aware of the extreme importance of Quality management, Customer satisfaction, Health and Safety in the workplace, Environmental sustainability and Energy efficiency, and therefore it promotes an Integrated Quality, Safety, Environment and Energy Policy that is a guide and point of reference for all business activities.

For SAET it is essential to have achieved the full implementation of Management Systems in accordance with standards ISO 9001, ISO 45001, ISO 14001 and ISO 50001.

In light of the analysis of its business context, SAET intends to affirm its achieved position of leader EPC (Engineering/Procurement/Construction) in Italy in the ENERGY sector, particularly in HV substations, in Energy Storage systems, and in their O&M component, in addition to developing its presence in foreign markets. SAET also intends to strengthen its commitment to promoting the continuous improvement of safe working conditions, to reducing the environmental impact of its business, including also improving its energy performance in terms of consumption, thus reducing CO2 emissions into the atmosphere. In addition, attention to the issue of gender equality according to PdR125:2022 will be essential, as well as to the security of IT systems according to the NIS2 Directive and the ISO 27001 standard.

With this Integrated Policy, the Management intends to reiterate the values that have always formed the basis of our business, and on which to build future developments:

- the belief that the primary and most fundamental resource of the company is its staff, each with their own skills and experiences and creativity, united by the common desire to work as a team to successfully deal with the challenges of the markets;
- the awareness of the fundamental role of Customer focus to get to know its needs and requirements in depth, in order to satisfy its expectations at all stages of the relationship, from commercial contact to the processing of job orders and after-sales support;
- the central role in the corporate culture of the principle of continuous improvement of own performance, applied every day to all tasks at both personal and group level;
- the will to innovation as a basis for the development and consolidation of the company on the market;
- the belief that suppliers are partners to be selected and managed for mutual improvement with the aim of ensuring the best compliance of its products and services with the needs of the Customer;
- the need to identify and understand the risks and opportunities that need to be faced to ensure that the Integrated Management System can achieve the expected results, planning the most appropriate actions to be implemented and evaluating their effectiveness;
- the will to ensure that the way SAET carries out its business takes place in line with its commitment to satisfy the applicable requirements of all stakeholders, in compliance with current law and regulations in force, with technical standards, with specific and also implicit contractual requirements for Quality, Health and Safety, Environment and Energy Management Systems;
- the desire to guarantee a work environment that values and protects diversity and equal opportunities in the workplace.
- the awareness of the need for the application of the NIS2 Directive to strengthen the overall level of cybersecurity in EU Member States, in particular for operators of essential services, and the willingness to ensure IT systems compliant with ISO 27001.

In accordance with these principles, the Organisation is committed to:

- **keeping active the implemented Management Systems**, defining appropriate procedures, achievable targets and plans that are consistent with the structure and development strategies of the Organisation, periodically evaluating their progress with planning, implementation, measurement, verification and review;
- **preventing occupational health issues and accidents** of its workers, assessing health and safety risks, eliminating them where possible or otherwise, minimising them by adopting both technical and organisational prevention measures, and thus collective and individual protection;

## SAET SpA

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- reporting, transparently and at all levels, those events that are **Near Misses** with the aim of prevention and continuous improvement;
- guaranteeing **safe and appropriate working conditions** for all workers, through the application of precise procedures and operating instructions and health check-ups for its workers;
- guaranteeing appropriate **information, education and training** for its workers, enhancing the skills of all staff;
- guaranteeing that workers and/or their representatives are **consulted and actively participate** in terms of health and safety in the workplace;
- guaranteeing the implementation of effective **safety measures in case of emergency**;
- **preventing environmental pollution**, evaluating, from the engineering phase, all possible impacts on the environment, whether direct or indirect, in order to accomplish the most environmentally friendly options, considering a life cycle perspective.
- periodically carrying out **analysis of the context** in which SAET works and **analysing the expectations of stakeholders** in order to identify the contextual factors that might positively or negatively affect the achievement of company goals;
- promoting sensitivity to **respect towards environmental issues**, taking into account own organisational and environmental context, in particular in the use of renewable energy, linked not only to the principle of economic convenience but, overall, with a view to environmental protection and enhancement of local resources;
- aiming to maintain a **balance with nature and the environment**, promoting the use of the best technologies available to the industry and over time replacing, in line with production needs, the materials used with others that pose less risk to the environment and to the safety and health of workers,
- **evaluating and monitoring sub-contractors**, to ensure safety and environmental respect throughout their business activities;
- monitoring its own **energy vectors** and the **objective measurement of its own consumption**;
- evaluating investments and plans for the modernisation of its assets, considering the **reduction in terms of energy consumption** resulting from such investments;
- **evaluating purchased products** according also to their energy consumption;
- managing its plants and main energy sources with methodologies designed to **reduce energy consumption**;
- engineering the plants carried out for customers **keeping low their energy requirements**;
- disseminate continuous **awareness** of virtuous habits and behaviours at all levels of the organisation to improve energy use;
- encouraging the procurement and use of **renewable energy resources**;
- evaluate the adoption of a **gender equality** management system according to UNI/PdR 125:2022 practice and evaluate its specific indicators;
- evaluate the adoption of appropriate technical, operational and organizational measures that are adequate and proportionate to manage the risks posed to the **security of the IT systems**, starting with the assessment and the gap analysis;
- **disseminate this Integrated Policy** with the sub-contractors to disclose and share SAET's goals.

SAET also highlight the adoption of the "231 Organisational Model" and the Group Code of Ethics, as well as the implementation of the ISO 37001 Anti-bribery Management System and the SA8000 Social Responsibility System.

The General Management provides all the necessary resources in order to achieve the objectives that may result from the guiding principles of the Integrated Management System.

The Management undertakes to make this Policy operational and to keep it active, communicating it with all staff and stakeholders. Its suitability is evaluated periodically during the Management Review.

Selvazzano D. (PD), Italy  
Date: 18/09/2024

*signature CEO*

