

Akkodis is a global digital engineering company and Smart Industry leader. We enable clients to advance in their digital transformation with Consulting, Solutions, Talent, and Academy services. Headquartered in Switzerland and part of the Adecco Group, Akkodis is a trusted partner to the world's industries.

**Akkodis Technologies Italy** is a subsidiary of Akkodis sharing the same mission.

Defining a Quality and Environmental Management System (QEMS) is particularly important to:

- Work in the same way, implementing a common structure of processes in **Akkodis Technologies Italy** whatever the location and the company of origin
- Facilitate the integration and the training of our employees and ensure the efficiency of the organization
- Ensure clear and effective communication with all relevant interested parties on quality and environmental matters, supporting collaboration and smooth operations across the organization.
- Enhance the delivery of our services improving customer satisfaction
- Establish a continuous efficiency evolution process
- Protect the environment, prevent the pollution and reduce the environmental impact of our activities
- Meet customer, statutory and regulatory requirements applicable

As CEO of **Akkodis Technologies Italy**, I commit to ensure the QEMS application:

- Promoting its practices
- Mobilizing the required resources
- Encouraging risk-based thinking and continuous improvement process
- Promoting commitment to the protection of the environment, including prevention of pollution and environmental friendly behaviours
- Promoting Continuous Improvement
- And ensuring that objectives are established (taking into account the requirements of relevant interested parties)

I encourage every employee of **Akkodis Technologies Italy** to participate actively in the day to day implementation of the QEMS as a real opportunity to improve his/her own professional practices.

Agility, close relationship and collaboration will guide our day to day activities.

This Policy is systematically reviewed once a year during the Management Review for continuing suitability.



Luis Santiago  
**Akkodis Technologies Italy** CEO