



2018 Company Policy

The Management of Sphera Service Srl has defined the Company policy with the purpose of being a guide for the decisional processes that occur throughout the company and to provide, with well-identified and specified addresses, the area within which they must be defined the objectives that the different levels of the company must pursue. The basis of this policy is the sharing, involvement and participation of all company personnel who must be aware of the importance of their work, both in accordance with the requirements requested by the customer, and according to the requirements set in the ISO 9001 standards and ISO 14001.

The following objectives are at the basis of the Company Policy:

- The satisfaction of the interested parties (customers, staff, environment and society where the company operates, suppliers, partners)
- compliance with the requirements of applicable laws, regulations and laws;
- maintenance of regulatory compliance on the environment and other mandatory laws;
- the involvement of all staff;
- continuous improvement;
- effectiveness in the implementation of business processes

the protection of the environment, health and safety of workers.

- ✓ Ensure that Company Policy is disseminated at all levels and it is up to all of them to actively collaborate, as far as they are concerned, to improve the Integrated Management System;
- ✓ Provide the necessary technical, economic and professional resources so that the policy objectives defined in this document are fully achieved.
- ✓ Periodically review the Company Policy in order to guarantee its continued adequacy.

Annually, the Direction aims, in conjunction with the Management Review, to review the objectives - and the related strategies for their achievement - established previously and to establish new ones, depending on the results achieved, the activities carried out and those programmed.

Rome, 17/09/2018

Sphera Service Srl

CEO