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## 5“INTEGRATED POLICY OF MANAGEMENT SYSTEMS”

**THEMA. SRL** Engineering Company, aware of the importance of adopting an Integrated Policy of the following Management Systems:


- **ISO 9001:2015** Quality Management System (QMS);
- **ISO 14001:2015** Environmental Management System (EMS);
- **ISO 45001:2023** Occupational Health and Safety Management System (OH&S) ;
- **PAS 24000:2022** Social Management System ;

undertakes to:

- To guarantee its customers a regular, efficient and reliable service;
- Translate your commitments into specific, measurable and achievable goals and objectives;
- Promote environmental sustainability and efficient resource management;
- Ensure its collaborators an inclusive work environment without resorting to or supporting any form of discrimination in the hiring of employees and collaborators;
- Monitor working conditions so that there is no threatening or offensive behavior in the workplace and in all facilities made available by the organization.
- Act for the continuous improvement of one's professional performance by constantly monitoring it and adopting every means to guarantee environmental and social protection and the implementation of all current legislative requirements;
- Provide safe and healthy working conditions for the prevention of work-related injuries and illnesses and compliance with all applicable laws and regulations;
- Promote in every way the behaviors of the company, its personnel and its suppliers that have the aim of reducing or eliminating risks to health and safety in the workplace.

In particular, **THEMA. SRL** has chosen to follow a strategy to perpetuate the principles of the **Integrated Management System ( SGI )**, based on the following fundamental principles:

- Commitment to the application of the **SGI system** , adopting all necessary initiatives so that is understood and applied effectively within your organization;
- Commitment to the dissemination and knowledge of the Policy to its *stakeholders* through effective internal and external communication actions;
- Commitment to constantly updating the Policy, in accordance with the evolution of the corporate and extra-corporate context;
- Comply with applicable legislation, whether national, international and/or local, as well as agreements with interested parties;
- Involve all functions and all collaborators, internal and external, to achieve the objectives set, creating an inclusive environment with the constant contribution of the entire organization;
- Sensitize and train staff so that they can carry out their tasks safely, respecting the environment and social requirements set by law; aiming to satisfy customer requirements, according to the most effective applicable standards;
- **Direct** the choice of suppliers towards business entities that share the values indicated above and that are in the process of, or have already acquired, the **ISO 9001:2015, 14001:2015,**

ELABORATED:	F002	5.2	SG	AMB	POL	01	rev 00	page	2	Of 2	Highlevel  Team Engineering and Management <b>T.H.E.M.A.</b> ARCHITECTURE & ENGINEERING Company Via Melozzo da Forlì, 21 - 40133 BOLOGNA - Italy <a href="http://www.thema96.it">www.thema96.it</a> - phone +39(0)51 5878411
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**ISO 45001:2023, PAS 24000:2022 certifications** with a view to a mutual and profitable exchange of solutions to obtain the best joint result;

- Identify and assess business risks to promote *risk culture management* and create and protect corporate values and existing resources through informed decisions;
- Define and disseminate within the company the objectives of the **Integrated Management System** (IMS) and the related implementation programs, which will be reviewed by Management at least annually.

**THEMA. SRL**, is certain that it can count on the participation of all its staff to create and apply the **Integrated Management System ( SGI )** as a valid and effective tool for

The Policy is defined and promoted by the Management which undertakes to communicate it to all interested parties, both internal and external, through its own communication channels.

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THE MANAGEMENT

**T.H.E.M.A. s.r.l.**  
Via Melozzo da Forlì, 21  
40133 Bologna  
tel. 051.5878411 - fax 051.5879375-5878409  
P.IVA 02197471300

