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OBJECT	SGI Policy									

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 ;
- **UNI PdR 74:2019** BIM Management System (SGBIM)

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,**

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ISO 45001:2023, PAS 24000:2022, UNI PdR 74:2019 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.

T.H.E.M.A. SRL has chosen to implement a strategy that integrates the principles of the Integrated Management System (SGI) with those of the BIM Management System (SGBIM).

In addition to the above, Management has extended these principles to the application of the BIM methodology through the following actions:

- Commitment to ensure that the BIM Policy and objectives for information management are defined, approved, and consistent with the company context, strategic guidelines, and stakeholder needs;
- Commitment to establish a reference framework for setting clear and measurable objectives for the BIM Management System;
- Commitment to comply with the applicable requirements for digital information management;
- Commitment to promote the continuous improvement of the BIM Management System's performance;
- Commitment to integrate the requirements of the BIM Management System into business processes, ensuring alignment with the QMS, EMS, OHSMS, and the social responsibility principles adopted by the organization;
- Commitment to provide adequate resources (human, technological, training, and financial) to enable the adoption, operation, and evolution of the BIM Management System;
- Commitment to promote interaction across all phases of the project lifecycle;
- Commitment to encourage the development of BIM activities along the supply chain, to ensure an integrated and shared process;
- Commitment to promote clear, widespread, and continuous communication on the importance of effective information management and compliance with BIM Management System requirements, fostering the growth of a digital and collaborative culture within the company;
- Commitment to guide, involve, and support people so that they understand their role in BIM processes and actively contribute to achieving the objectives;
- Commitment to periodically evaluate the results of the BIM Management System during Management Reviews, monitoring performance, compliance, risks, and opportunities, and defining continuous improvement actions in accordance with regulations and company strategy;
- Commitment to provide support and guidance to process owners and BIM roles so that they can exercise their leadership and ensure the consistent application of the BIM Management System principles in their respective operational areas;

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- Commitment to communicate the BIM Policy within the organization, to stakeholders and suppliers of services and products, through the company website and via informative emails;
- Commitment to ensure that the company guidelines constitute the operational tool that consolidates the principles of the BIM Policy, makes its application operational, and constitutes official documentation subject to periodic review, in order to ensure its effectiveness, alignment with strategic objectives, regulatory compliance, and orientation towards continuous improvement.

THEMA. SRL, is certain that it can count on the participation of all its staff to create and apply the **Integrated Management System (SGI)** and the **BIM Management System (SGBIM)**.

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.

Bologna, 19/11/2025

THE MANAGEMENT

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