

## QHSE POLICY

### QUALITY, ENVIRONMENT, HEALTH, SAFETY

**IDS GeoRadar Srl** is an Italian company part of Hexagon Geosystems, leader in the design, production, testing, installation and maintenance of high technology radar products. We are pioneer in the interferometric technologies applied to civil engineering and leader for the ground penetrating radar (GPR) systems, applied to geophysical, mining, civil engineering and safety.

Our Quality, Environment and Health and Safety Management Systems certified (through Certification Bodies) is compliant with the following requirements: ISO 9001:2015, ISO 14001:2015; ISO 45001:2018

It is based on the principles of continual improvement and sustainable development pillars (environmental, social, governance) and allows us to regularly assess the performances of our company.

IDS GeoRadar Srl promotes business sustainability initiatives, particularly in the following areas:

#### OCCUPATIONAL HEALTH AND SAFETY

- Guarantee a safe work environment, implementing all the necessary and possible organizational and technological actions to reduce the risks, eliminate hazards, prevent incidents and near miss
- Guarantee the implementation of effective safety and environmental emergency plans, procedures and instructions, and review them on a regular basis
- Promote actions to mitigate the risk connected to the climate change events

#### VALUE SUPPLY CHAIN

- Select and evaluate suppliers on QHSE standards
- Involve and empower suppliers in the achievement of safety, environment, quality and sustainability standards
- Purchase materials and products with high standards of quality and low environmental impacts

#### CORPORATE FOOTPRINT

- Promote a sustainable corporate culture based on the reduction of the environmental impacts as well as the following principles: respect for environment, waste management, energy savings, re-use and purchase of energy from renewable sources
- Collect data on emissions, waste, energy consumption and use these data to improve our performance

#### SUSTAINABLE PRODUCTS

- Design products with longer life cycle and apply a life cycle approach in the project development
- Design packaging solutions composed by recyclable materials
- Guarantee the trust and satisfaction of the clients, analyzing their implicit and explicit needs and requirements

#### GOVERNANCE

- Protect intellectual properties of the Company, including information, equipment and know-how
- Guarantee the full implementation of Hexagon Code of conduct with special attention to ethics, transparency, anti-corruption
- Guarantee full compliance with regulatory requirements

## HUMAN CAPITAL

- Involve and empower employees through consultation, information, training
- Guarantee employees' health and safety and wellness on work
- Ensure equality, non-discrimination, inclusion and diversity

To pursue our strategy, we also undertake the following actions:

- Define, apply and constantly improve our management system, ensuring compliance with regulatory and mandatory requirements, both national and international, as well as the Group Global Policy
- Define goals and targets that are achievable, measurable and ambitious
- Guarantee that the Management Reviews are a concrete opportunity to reflect on our work, objectives, actions, possible changes, scenarios and opportunities for improvement
- Ensure that internal and external audits are regularly conducted and followed by new opportunities of monitoring and growth
- Pursue the quality of the processes through a risk management and preventive approach
- Guarantee the trust and satisfaction of the major stakeholders (Employees, Suppliers, Clients) analyzing their implicit and explicit needs and requirements and promoting a fair communication

This integrated Policy is verified and periodically reviewed, to guarantee its compliance with company needs.

The Top Management is committed to supporting the implementation of the Policy and the principles contained therein.

The Policy is shared among all employees, and everyone is invited to proactively contribute, through ideas and suggestions, for a continual improvement.

We work every single day so that these principles do not remain only on paper but become an integral part of the corporate culture.

PISA, 10/01/2025

Niccolò COLI

R&M President



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VP Global Operations

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