

COMPANY POLICY

The General Management pays constant attention to infuse to all the employees its will to operate within the scope of a Quality Management System compliant with what is described in the UNI CEI EN ISO 13485:2016 and UNI EN ISO 9001:2015 standards, confirming its cultural values identifiable in:

- ✓ Integrity, our main road. We act to ensure trust and clearness to all our stakeholders, building a comfortable and meaningful collaborative experience.
- ✓ Desire for continuous improvement, the engine of our growth. The driving force of the company comes from the desire of the team to constantly improve their personal and professional skills.
- ✓ Creativity, our fuel. The strive to exceed the status quo, without any fear of failure, allows us to create, experience, take risks and enjoy the 'everyday new' journey.
- ✓ Innovation, our destination, the horizon we look at. This is not the end of our journey, but an ongoing challenge: every single step we make contributes to the improvement of the value we want to bring to society.

We want to integrate our values to produce reliable, safe, and performing medical devices that respect the defined product specifications and satisfy the Customer's requests.

We are committed to promoting the creation of an ecosystem with high technological innovation in Southern Italy, creating opportunities for growth and the exchange of knowledge in partnerships with universities and technological hubs, hosting young graduate students and researchers to create value and employment.

We believe in cooperation and in the strategic value of interaction between companies and in accordance with the "Da Vinci IoT" Network Contract we promote the development and production of Made in Italy technologies that can improve people's everyday life.

The Administration of BionIT Labs® believes that the following principles are essential for competitiveness on the market:

- ✓ the compliance of our medical devices with regulatory obligations as well as those established by Regulation (EU) 2017/745.
- ✓ the integration of a Quality Management System aimed at preventing and correcting non-compliances through the integration of both employees and the chain of critical suppliers of the production process.
- ✓ the constant attention to maintaining the effectiveness of processes and organization.
- ✓ the compliance with the rules of prevention and safety in the workplace: internally through the mandatory continuous training of employees and the implementation of adequate and cutting-edge prevention and protection tools; externally through the integration of commercial relationships with suppliers who comply with the legal standards on workplace prevention and safety.



- ✓ the promotion of a healthy and familiar working environment, free from situations of discrimination of any kind, prolific for the exercise of workers' freedom of association and trade union representation.
- ✓ the respect and enhancement of the work of each employee, the incentive to improve individual skills and teamwork, the promotion of flexibility tools for reconciling work with private life, the loyalty of employees to the activity of enterprise through voluntary participation in tools for participation in social results.
- ✓ The promotion of the gender equality, avoiding any form of discrimination, based on sex, religion, sexual orientation, nationality, and ethnicity.
- ✓ the protection and enhancement of the dignity of work by selecting as strategic suppliers' companies that meet the quality standards of BionIT Labs®, which repudiate forced labor and child labor, and protect the health and safety of workers and their rights of association and trade union freedom.
- ✓ the protection of the health of our customers also passes through the protection and respect of the external environment in every moment of the company's life. BionIT Labs® promotes the energy efficiency of its production processes and compliance with the regulations aimed at protecting the correct disposal of waste.

The General Management of BionIT Labs® is also committed to:

- ✓ establishing measurable objectives and indicators, during the periodic review by the management to adequately monitor the Organization.
- ✓ complying with the Regulation (EU) 2017/745 and meeting the requirements of the ISO 9001, ISO 13485 Standards.
- ✓ fulfilling the role of Manufacturer of medical devices pursuant to the Regulation (EU) 2017/745.
- ✓ communicating and sharing objectives with the whole team.
- ✓ maintaining active and continuously improving the effectiveness of the company Quality Management System, a tool used to keep the progress of the processes and therefore of the company under control.
- ✓ disseminating and supporting this Company Policy with the most suitable resources and means, constantly verifying its application.
- ✓ encouraging every person in the company to promote initiatives and ideas aimed at pursuing company objectives to support the improvement of the company.
- ✓ guaranteeing education and training for its employees.

Appendix: Gender and Diversity Equality Policy

Promotion of Gender and Diversity Equality is integrated in several elements of our company strategy and activities, including resources, publications, data collection, data monitoring, content, and training.

Diversity:

We follow the UN's core values mentioned in the 2030 Agenda for Sustainable Development, which promises to "leave no one behind". We would like to create an environment, which offers a gender-balanced, inclusive, and diverse workforce. We want to take the necessary measures to ensure the dignity of each individual and create a work environment where everyone is respected by their peers and free from any form of discrimination and abuse.

Zero Tolerance for Harassment or Discrimination:

BionIT Labs[®] follows a zero-tolerance policy for harassment and discrimination, whether based on ethnicity, gender, sexual identity, or disability.

1. Anti-racism and discrimination

We want to make our open positions available to everyone within our reach. It is one of our goals to achieve a more diverse team in the future. We see diversity as an advantage, as people with different cultures and heritages can add new thoughts and ideas to our team, benefitting the success of our companies in different markets. We are willing to devote all available resources in offering equal opportunities and inclusion.

2. Gender Equality:

According to the United Nations, gender equality refers to the "equal rights, responsibilities and opportunities of women and men and girls and boys"¹.

At BionIT Labs[®] we ensure gender equality applying equity and diversity principles and practices across the employment lifecycle, because we strongly believe that gender equality brings direct benefits in terms of increased growth and innovation, diversity of views and stability for the company.

In fact, according to a study by McKinsey, gender equality has a strong positive link to a company's financial performance. Companies with more women in executive roles are 25% more likely to be profitable².

¹ <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

² <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>



a. Work-life balance and focus on family values:

Maternity and paternity leaves are guaranteed according to the Italian labour law. After the completion of parental leave, employees are provided with the same responsibilities and working time as before the leave, unless differently agreed with the employer concerning working hours. Whenever possible, we will provide flexible work times to enable reconciliation of work and family life.

b. Equal Pay for All Genders

One big focus around gender equality at BionIT Labs® is the focus on being transparent about wages and providing every person fair wage that depends on the position and job functions and it is not impacted at all by gender. To do so, we provide a clear breakdown of a person's salary depending on the employee's activities, responsibilities, and position.

c. Gender-based violence and sexual harassment prevention

Safety is one of the core values of our company and we see it as an unnegotiable necessity to provide a safe workspace free from gender-based violence and sexual harassment.

To prevent any incidents involving gender-based violence and sexual harassment prevention, it is part of our company's curriculum to **awareness training** and inform all our employees about gender equality.

In addition, we will adopt a communication approach free from gender biases, aiming to balance the representation of men and women in both internal and external communications campaigns.

d. Gender-equality in recruitment and gender-balance in leadership

We promote a gender-sensitive approach in the recruitment and career development of BionIT Labs® partners and trainees. BionIT Labs® will support the career development of its trainees with a particular focus on women trainees. Women trainees will benefit from specific mentoring sessions with the senior consultants working for our company. Starting a career as a project manager could be challenging, especially for women. The firm will ensure that trainees receive adequate mentorship and support to set their professional path as project managers.

3. LGBTQ+ Inclusion

We are also committed to ensuring an inclusive environment for all LGBTQ+ employees, including addressing risks and concerns related to the mobility required for all jobs at our company. We believe that the benefits of an LGBTQ+ inclusive work environment go beyond making employees of all gender expressions and sexualities feel safe and valid. It is our primary goal to provide a space where these values are the norm, rather than something to work towards. We are aware that providing a "safe space" for everyone will also benefit our company in terms of profitability and productivity.

According to a study called "LGBT 2020 – LGBT Diversity Show Me the Business Case", which only consider the USA context, if organizations would implement inclusion policies for their LGBTQ+ employees \$9 billion a year would be saved. In the same study, it was noted that more than 40% of lesbian, gay, and bisexual people, as well as almost 90% of transgender people, have experienced employment discrimination,



harassment, or mistreatment³. These numbers are unacceptable for us, as we believe that each individual should be treated equally.

We are aware that there is also a cost related to discrimination, as emotional wellbeing can strongly impact an employee's performance. We do everything in our power to ensure a fair and nurturing work environment.

Thus, we provide training for our employees and people in leading positions, to inform them about gender definitions, issues in the LGBTQ+ community and other topics necessary to discuss, in order to provide a safe environment.

4. Inclusion for People with Disabilities

About 15% of the world's population lives with some form of disability. It is an important goal of the UN's Sustainable Development Goals, to develop an inclusive work environment for those with disabilities. We see it as our mission to advocate for people with disabilities, and support the UN in its poverty eradication efforts. We make sure that all our employees have equal access to employment opportunities and a chance to thrive at our company. In fact, together with our company mission and core value of breathing life into Innovative Technologies that can concretely improve people's quality of life, we face the same challenge at our workplace, with the aim of creating a more equitable and accessible world.

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Giovanni Antonio Zappatore

Chief Executive Officer

³ <https://www.outnowconsulting.com/market-reports/lgbt-diversity-show-me-the-business-case-report.aspx>