

**Presentation**

## **QEHS POLICY**

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0	01.07.2020	TEP	RIL	BUZ+CAR

## 1 Mission and Vision

### "TOP OF MIND" IN TICINO, TOP 5 IN SWITZERLAND

csc is a leading company in Ticino and a valued national player for the planning and construction of the following works:

- communication infrastructure (roads and highways, railways, tunnels, bridges and viaducts);
- hydraulic and hydroelectric plants (dams and power plants);
- civil and industrial construction, including general and total contractor projects (design, project management and building).

csc intends to extend its operations beyond national borders in Switzerland's neighboring countries and to work with international clients, thanks also to the support and cooperation supplied by its mother company webuild S.p.A., a major global player in the building of complex large-scale infrastructure.

## 2 Values

### PROFESSIONALISM – RELIABILITY – INTEGRITY – TRANSPARENCY – SUSTAINABLE GROWTH – PROTECTION OF DIVERSITY

csc intends to offer its employees a workplace in which to best express their skills. Each professional's career is determined solely by individual performance and effort. From its employees, the company expects professionalism, reliability, integrity and transparency. For its part, csc guarantees the highest ethical, professional and regulatory standards.

csc's actions are inspired by sustainable development and growth, with the intent to actively contribute to economic progress, social wellbeing and environmental protection in operative areas; to this end, its partners are involved in creating the best project choices and applying the best available technological solutions.

csc believes in enhancing individuals while respecting gender diversity and is committed to creating and fostering inclusive work environments, in which diversity is acknowledged, supported and appreciated. Its employees are supported in developing their skills so that they may fully achieve their potential and thereby contribute their best to the company.

All of csc's values and ethical principles are contained in the enclosed Charter of Values.

### 3 Strategy

#### QUALITY – ENVIRONMENT – SAFETY AND HEALTH AT WORK

csc bases its success on a culture of quality and environmental respect as well as safety and health at work. Company policy is therefore adapted on its objectives, size and business context as well as specific risks and opportunities.

Priorities are defined to ensure continuous improvement of its operations to the benefit of all stakeholders, e.g. its employees, shareholders, suppliers, advisors and the population, which ultimately benefits from the works built and the services supplied.

csc is committed to continuously:

- implementing and updating its quality, environment, safety and health management system according to the international ISO 9001, 14001 and 45001 norms;
- paying particular attention to the context in which it operates as well as to risk and opportunity factors inherent in all project development phases;
- offering working conditions in compliance with applicable laws, minimum wages and collective agreements (Swiss umbrella contract);
- arranging for all necessary resources - human, technological and financial - required in order to develop and implement the quality, environment, safety and health management system, thus ensuring excellence in the works built and services supplied thanks to ingenious and refined technical solutions;
- valuing its employees by involving and motivating them, thanks also to information programs and in-house training for their professional development and a suitable level of competence for the assigned functions;
- offering safe and healthy working conditions in order to prevent injuries and illness as well as managing risks according to the "Hierarchy of prevention and protection measures", i.e.:
  - o risk elimination;
  - o replacement with safer processes, activities, materials or equipment;
  - o technical-design measures;
  - o organizational measures;
  - o personal protection equipment.

csc consults and involves its staff in order to achieve the above.


- planning for incidents or emergencies with suitable measures and procedures for facing such situations and minimizing their consequences;
- using processes, technologies and materials, which reduce natural resources consumption (especially non-renewable ones) and minimize the negative impacts on quality, worker safety and the environment;
- monitoring and analyzing the on-site accident rates in order to reduce their severity and frequency;
- minimizing the use of potentially damaging and dangerous materials and products as well as the risk of releasing harmful and/or dangerous substances in the air, water and soil;

- separating, recovering and recycling all reusable materials and products as well as properly disposing of expendable waste;
- clearing and tidying up the construction site areas when work is completed in order to redevelop the land and restore the environment as close to its initial conditions as possible;
- sharing these policies with suppliers and subcontractors;
- carrying out internal audits to verify the correct application of these policies in order to prevent non-conformities or resolve any issues and transform them into "re-sources" for improvement;
- managing the communication, dissemination and understanding of these principles within the company and its supply chain in order to ensure continuous improvement.

Lugano, 01.07.2020



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**Enclosure: Charter of Values**