

Company policy on occupational health and safety

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Tagetik Software S.r.l. has developed and consolidated its position on the market thanks to its strategic vision focused on the search for the best solution for the Customer, in terms of product cost and quality as well as of services, in order to fully satisfy the client.

The Directorate recognizes the importance and the central role of the employees' safety and health issues in the development of all business activities and it undertakes to constantly improve the company's performance in risks prevention and safety at the workplace.

Tagetik has identified the principles and the aims of its vision in the Occupational Health and Safety and it undertakes to spread them to its organizational structure:

- management of the work environments and activities in accordance with the applicable legal requirements and other requirements adopted by the company;
- detailed analysis of the risks related to the performed activities and adoption of the measures needed to manage them;
- prevention of occupational diseases and work-related illnesses, by constantly keeping the work environments safe, ergonomic and healthy as well as through a careful work activity and the application of prevention and protection measures;
- observance and improvement of the workers' conditions through a careful organization of the work;
- involvement of all interested parties, including suppliers and partners, in order to make them aware of their role in the health and safety protection.

In order to apply such principles and objectives, Tagetik Software has decided to adopt an occupational health and safety management system in accordance with the BS OHSAS 18001:2007 international standard, in order that the whole organization can benefit from it and in order to constantly improve the system itself and the occupational health and safety performance.

In order to guarantee the application of such policy, the Directorate of Tagetik Software undertakes to:

- recognize the economic relevance of the investments on the occupational health and safety;
- prevent and promptly manage any accident or emergency by the application of specific procedures;
- train all employees on the safety of the workplace;
- empower the internal and external partners in order to guarantee the achievement of Quality-related objectives and the occupational health and safety protection;
- spread and apply the Policy at all organizational levels;
- promote and support all the activities related to the occupational health and safety.

For this purpose, the Directorate has established an internal organizational structure that ensures:

- a continuous monitoring of the management system;
- the implementation of the Company Policy and the definition of the right operating methods;
- the effective implementation of the adopted integrated management system and company policy.

The Directorate

Luca Rossello

Lucca, June 19th 2015



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