

QUALITY, ENVIRONMENTAL, AND OCCUPATIONAL HEALTH & SAFETY POLICY

In order to achieve its objectives, UPMC Salvator Mundi International Hospital's top management is committed to:

1. Maintain and ensure its status of authorized subject for the provision of patient care services, and the fulfillment of all applicable legal and regulatory requirements in the field of occupational health and safety, environmental protection, and pollution prevention.
2. Guarantee high standards of quality and safety of patient care and services provided, in accordance with ministerial recommendations, clinical practice guidelines, best practices for risk prevention, and voluntary certification requirements.
3. Ensure ongoing compliance with applicable regulations on Corporate Administrative Liability (Legislative decree 231/2001), Anti-Corruption Policy (Legislative decree 38 of 15 March 2017), and Personal Data Protection (GDPR – EU Regulation 2016/679).
4. Comply with all applicable mandatory laws, regulations, and requirements on occupational health and safety and environmental protection relevant to the organization, and any voluntary commitment the company has chosen to subscribe to in these areas.
5. Disseminate this policy at all organizational levels, promote a culture receptive to the principles of Quality, Occupational Health and Safety, and Environmental Protection, extend improvement processes throughout all corporate, progressively involving all staff through a structured program of communication, information, and awareness, with the aim of orienting the individual focus and commitment toward identifying and pursuing every opportunity of continuous improvement, based on the principle that preventing problems is better than solving them.
6. Maintain compliance of the management system with ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015 regulations.
7. Periodically update personnel in order to ensure a high level of professional competence, through a targeted identification of training needs, with the goal of acquiring methods and tools supporting effective improvement programs.
8. Identify specific indicators and monitor trends for purpose of performance evaluation.
9. Promote, support, and verify improvement programs and the updating of standards adopted by the various company services.
10. Pursue continuous improvement of occupational health and safety implementing improvement programs aimed at achieving general goals for the prevention of work-related diseases and injuries.
11. Adopt state-of-the-art technology and engage highly qualified professionals in order to guarantee top-level services, providing physicians with the high-performance equipment necessary to perform comprehensive and effective diagnostic and therapeutic processes.

12. Respect users' time by reducing waiting periods and simplifying administrative procedures required to access services, while remaining attentive to their daily routines and way of living,
13. Respect patients' dignity by promoting the humanization of care through relationships grounded in fairness, kindness, active listening, open dialog, and confidentiality.
14. Ensure the safety of patients and staff by implementing a comprehensive clinical risk prevention program and fostering an organizational culture that prioritizes safety at every level.
15. Reduce hospital-acquired infections by implementing strategies to remove or minimize risk factors, and systematically circulating information on infection spread, microbiology isolations, antibiotic consumption, and compliance with clinical staff behavioral guidelines.
16. Provide patients with accurate and clear information on every aspect of their health, thus enabling informed decision-making about their health and quality of life, while fully respecting their privacy in accordance with applicable data protection laws.
17. Improve the professional and psychological approach to patients, ensuring they benefit from hospitality, appropriate environmental conditions and clinical treatment, and high standards of care within the hospital.
18. Uphold the professional ethics of all staff members.
19. Improve the quality of clinical care in alignment with the specific health care context and with the most recent medical and scientific evidence.
20. Preserve the physical and mental health of staff and ensure their well-being, productivity, and working conditions by fostering a culture of physical, psychological, and emotional welfare.
21. Promote continuous dialog with internal and external stakeholders to eliminate conflicts or misunderstandings, foster engagement, participation, and awareness among employees and suppliers on environmental, health and safety in the workplace.
22. Adopt measures to prevent or eliminate pollution, and where this is not possible, minimize pollutant emissions and waste generation, optimizing resource management based on the available and best technologies.
23. Improve control systems for air emissions, water discharges, and noise emissions.
24. Conduct continuous audits of the procedures in force to verify compliance with the requirements prescribed in Procedures and Operational Guidelines.
25. Promote and implement staff training and education programs at all levels, in order to optimize human resource development — considered a critical factor for improving environmental and occupational safety — and to enhance staff awareness in the event of emergency.

26. Establish effective procedures to prevent environmental incidents and, should these occur, ensure proper management to minimize damage.
27. Guarantee a safe and healthy workplace to prevent occupational diseases and injuries.
28. Eliminate hazards wherever possible and prevent/reduce risks to occupational health and safety.
29. Ensure the staff's active participation in health and safety improvement campaigns for personnel and relevant stakeholders.
30. Design workplaces that are safe and healthy.
31. Implement appropriate control and audits within the Environmental and Safety Management System to monitor the achievement of specific improvement goals.
32. Select suppliers of products and services who operate according to principles of continuous improvement in safety and environmental protection.

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