



HUMAN RESOURCE MANAGEMENT - DIVERSITY AND INCLUSION CERTIFICATE

International Testing and Certification LLC

This certificate is granted to the organization

ISTITUTO DI VIGILANZA COOPSERVICE S.P.A.

LEGAL SITE: VIA ROCHDALE 5 - 42122 REGGIO NELL'EMILIA (RE) - Italy

by review of IA1-1698 numbered report for the scope

Planning and provision of surveillance services as per Ministerial Decree 269/2010 (including with the use of canine units) of the inspection, fixed, anti-robbery type, anti-shoplifting, reception and management of signals from televigilance and tele-surveillance systems; Management of intervention on alarm; Services of transport and escort of valuables; Escort service of weapons, war material, weapon parts, ammunition, explosives and any other dangerous materials; Custody and storage services of valuables; Organization and service of stewards in sports facilities (DM August 13, 2019 as amended.);

Personnel in charge of control services of entertainment and show business activities in places open to the public or in public establishments (DM 6.10.2009 s.m.i.); Fiduciary concierge services; Airport Security Services (DM 85/1999); Subsidiary Security Services (DM154/2009) in Port, Railway and Land Transport; Services Firefighting, satellite radiolocation; Design, installation, maintenance of video monitoring, listening, remote control, remote listening, electrical, electronic, firefighting and technological systems).

(Progettazione ed erogazione di servizi di vigilanza di cui al DM 269/2010 (anche con utilizzo di unità cinofile) di tipo ispettiva, fissa, antirapina, antitaccheggio, ricezione e gestione di segnali provenienti da sistemi di televigilanza e telesorveglianza; Gestione degli interventi su allarme; Servizi di trasporto e scorta valori; Servizio di scorta armi, di materiale bellico, di parti di armi, di munizioni, di esplosivi ed ogni altro materiale pericoloso; Servizi di custodia e deposito valori; Organizzazione e servizio degli steward negli impianti sportivi (DM 13 agosto 2019 s.m.i.); Personale addetto ai servizi di controllo delle attività di intrattenimento e di spettacolo in luoghi aperti al pubblico o in pubblici esercizi (DM 6.10.2009 s.m.i.); Servizi di portierato fiduciario; Servizi di Sicurezza Aeroportuale (DM 85/1999); Servizi di Sicurezza Sussidiaria (DM154/2009) in ambito Portuale, Ferroviario e Trasporti terrestri; Servizi Antincendio, radiolocalizzazione satellitare; Progettazione, installazione, manutenzione di sistemi di videocontrollo, ascolto, telecontrollo, teleascolto, elettrici, elettronici, antincendio e tecnologici.)

to certify that the company complies with the measures set out in the Protocol for Human Resource Management - Diversity and inclusion in the workplace.

ISO 30415:2021

Certificate N° : PDR 0524 001698

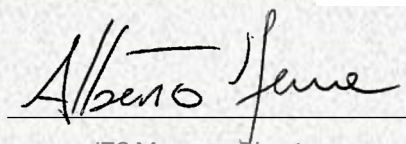
Original Certificate Date : 10.05.2024

Issue / Revised Date : 10.05.2024

Expiry Date : 10.05.2025

Recertification Audit Due 10.05.2027




ITC Manager Director

The authenticity of this certificate can be confirmed online to www.itc-usa.net or QR-Code

INTERNATIONAL TESTING AND CERTIFICATION LLC

1309 Coffeen Avenue STE 1200, Sheridan, WY, 82801, USA - Via Alberto Tallone, 84 - 00123 Roma, Viale Commenda, 2 - 72100 Brindisi, ITALY



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SITES

LEGAL SITE: VIA ROCHDALE 5 - 42122 REGGIO NELL'EMILIA (RE) - Italy
OPERATIVE SITE: Via di Gonfienti, 4/9 - 59100 PRATO (PO) - Italy
OPERATIVE SITE: Via Enrico Mattei, 78 - 09170 ORISTANO (OR) - Italy
OPERATIVE SITE: Via Caniga, 70 - 07100 SASSARI (SS) - Italy
OPERATIVE SITE: Via Antonio Meucci, 31 - 47122 FORLI (FC) - Italy
OPERATIVE SITE: Via Padre Ugo Frasca, SNC - 66100 CHIETI (CH) - Italy
OPERATIVE SITE: Via Imre Nagy, 58 - 46100 MANTOVA (MN) - Italy
OPERATIVE SITE: Via Austria, 26 - 41122 MODENA (MO) - Italy
OPERATIVE SITE: Via Davide Livingstone, 30 - 41123 MODENA (MO) - Italy
OPERATIVE SITE: Via Giovanni Battistini, 19/A - 43122 PARMA (PR) - Italy
OPERATIVE SITE: Via Emilia, 31-33/A - 47921 RIMINI (RN) - Italy
OPERATIVE SITE: Via della Maggiona, 5 - 00071 POMEZIA (RM) - Italy
OPERATIVE SITE: Via Filippo Re, 7 - 48124 RAVENNA (RA) - Italy
OPERATIVE SITE: Via Livello, 20 - 20017 RHO (MI) - Italy
OPERATIVE SITE: Via San Carlo da Sezze, 164 - 04100 LATINA (LT) - Italy
OPERATIVE SITE: Via Coppalati, 6 - 29122 PIACENZA (PC) - Italy
OPERATIVE SITE: Via P. L. Nervi, 14-16 - 09121 CAGLIARI (CA) - Italy
OPERATIVE SITE: Via Albisola, 109/AB - 16162 GENOVA (GE) - Italy
OPERATIVE SITE: Via Antonio Scialoja, 10 - 50136 FIRENZE (FI) - Italy
OPERATIVE SITE: Via E. Tazzoli, 36 - 19126 LA SPEZIA (SP) - Italy
OPERATIVE SITE: Via Andrea costa, 12/14 - 40013 CASTELMAGGIORE (BO) - Italy
OPERATIVE SITE: Via Piero Gobetti, 3/3A - 42025 CAVRIAGO (RE) - Italy
OPERATIVE SITE: Via Maria Majocchi Plattis, 4/E - 44124 FERRARA (FE) - Italy
OPERATIVE SITE: Via F.lli Canepa, 1 - 17100 SAVONA (SV) - Italy

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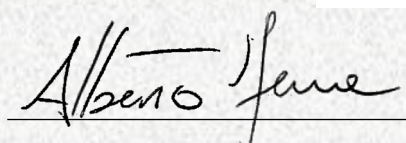
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