



Integrated Management System Policy

Politics
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1. Objective

To disseminate this document that establishes the organization's general vision and commitments in relation to the general principles and guidelines of quality, environment and health and safety at work, as well as specifies the measurable goals that the organization proposes to achieve, in line with the policy and that guide the implementation of the management system.

2. Reference Documents

- NBR ISO 9001:2015
- NBR ISO 14001:2015
- Integrated Management System Manual

3. Application

3.1 Responsible Areas

- Senior Management (CEO and Directors of the BUs);
- Quality and process team;
- HSE Team;
- People and Management Team;
- Purchasing Team;
- Managers

3.2 Areas Involved

The IMS Policy applies to all areas, units, employees, suppliers and stakeholders of Radix, who are co-responsible for its implementation.

4. Responsibilities

4.1 Top Management

Senior management is responsible for:

- Develop the IMS policy, which should reflect the organization's commitment to the effective integration of quality, environmental, health and safety management at work. The SGI policy must be compatible with Radix's mission, vision and values, demonstrating a commitment to continuous improvement and compliance with applicable legal and regulatory requirements.
- Establish measurable objectives and targets that are aligned with IMS policy. These objectives should be challenging, realistic, and contribute to the continuous improvement of the

organization's performance. The definition of objectives should take into account the areas integrated in the IMS.

- Allocate adequate resources, including staff, technology, training, and funding, to ensure effective implementation of the IMS. Ensure that resources are available to achieve the objectives set and improve performance in the areas covered by the IMS.
- Participate in critical analysis and evaluations to ensure that the IMS is achieving the desired outcomes and identify opportunities for improvement.
- Demonstrate your personal commitment to IMS by leading by example and integrating IMS principles into your decisions and actions.

4.2 Quality and Process Team

The quality and processes team is responsible for:

- Ensure the effective implementation of the IMS policy in all areas of the organization.
- Ensure that all team members understand the IMS policy and are aware of how it applies to their daily activities.
- Collaborate with Senior Management in the definition of objectives and goals.
- Contribute technical insights to ensure that objectives are achievable and measurable.
- Collect, analyze, and disseminate the results of the IMS objectives, always ensuring the truth and transparency of the information.
- Regularly monitor performance against IMS objectives and review the effectiveness of the system.
- Actively participate in the critical analysis of the IMS's performance, providing important information on the activities of all areas.

4.3 HSE Team

The HSE team is responsible for:

- Ensure the effective implementation of the IMS policy in the areas of health, safety, environment and sustainability.
- Develop and implement practices, procedures, and protocols that promote occupational health, safety, and environmental sustainability.
- Facilitate training programs to ensure employees are aware of health, safety, environmental, and sustainability practices.
- Promote awareness of the importance of these topics and encourage the active participation of employees in promoting a safe, healthy and sustainable work environment.
- Collaborate with Senior Management in the definition of specific objectives and goals for the area of health, safety and environment.

- Contribute technical expertise to ensure that these goals are achievable and contribute to continuous improvement.

4.4 People and Management Team

The people and management team is responsible for:

- Incorporate information about the SGI Policy into the onboarding process for new employees.

4.5 Purchasing Team

The procurement team is responsible for:

- Ensure that the selected suppliers are aligned with the principles and values expressed in the IMS policy.
- Clearly communicate the organization's expectations regarding quality standards, sustainable practices, occupational health and safety requirements, and other relevant aspects of IMS.
- Use metrics to assess supplier compliance and identify opportunities for improvement.
- Ensure that all members of the organization are aware of the importance of IMS and understand how the policies apply to their work.

4.6 Managers

- Ensure that all team members are aware of the importance of the IMS policy and how the practices apply to their work.

5. Definitions / Nomenclature

The definitions/nomenclature listed below can be found in document GL-RDX-000-001-Glossary:

- CEO (Chief Executive Officer);
- NBR ISO 9001:2015;
- NBR ISO 14001:2015;
- SGI (Integrated Management System);
- SMS (Health, Environment and Safety);
- Business Units

6. Detailing

6.1 IMS Policy

Radix Software Engineering and Development strengthens the continuous improvement of the performance of the company's Integrated Management System (IMS), promoting the fulfillment of

customer requirements aiming at increasing their satisfaction, the technical excellence of the team, ethics and organizational conduct, quality of life at work, consultation and participation of employees, environmental sustainability and ensuring compliance with applicable laws and requirements.

6.2 IMS objectives and planning to achieve them

	Objective	Actions	Goal	Indicator	Goal Deadline	Responsible	Required Resources
		What will be done	How the results will be evaluated		When will it be completed		
1	To seek continuous improvement of the management and performance of the IMS.	Objective (macro) guiding the IMS - Not applicable setting specific goals					
2	To meet the customer's requirements in order to increase their satisfaction, through the development of appropriate work, seeking long-term commitment through their loyalty.	Disclosure of Indicators (related to customers) so that the results achieved are known to all employees as well as the proposed actions.	≥85% satisfied customers	% Satisfied Customers	Quarterly	Performance	Human(internal)
3	Raise awareness and train our team, aiming to maintain a high level of technical excellence in the projects executed, in addition to involving stakeholders in matters related to the IMS.	Develop strategies that involve employee development, following the Company's Training Planning by Radix University.	90%	% of employees trained in mandatory training	Annual	UR	Human(internal)
			≥2.4 hours/employee per year	Average Hours in Training per person	Quarterly		
			90%	% of completion of performance evaluation - Manager	Annual	Engagement and Performance	
			90%	% of completion of performance evaluation - Self-evaluation	Annual		
4	Adopt and disseminate practices and measures to prevent and combat corruption within the company and in dealing	Develop communication and awareness strategies for stakeholders in Radix's Compliance program,	85%	Compliance Training	Annual	Compliance	Human(internal)
			70%	ESG Training	Annual		
			70%	LGPD Training	Annual		

	with third parties.	following the Compliance Activities worksheet.	95% Compliance practices carried out internally	% Compliance practices carried out internally	Annual		
			95% Compliance practices carried out externally with third parties	% Compliance practices carried out with third parties	Annual		
			95% Response to vendor review requests	% Fulfillment of vendor review requests	Annual		
5	Ensure compliance with legislation and other requirements pertinent to the IMS and applicable to the business	Ensure the organization's compliance in meeting legal and other applicable requirements.	100%	Compliance with legislation and other relevant requirements	Quarterly	SMS/ External Supplier	Human and/or financial
6	Develop activities aimed at the fulfillment of environmental objectives through the control of aspects and impacts, protection of the environment through the rational use of natural and material resources, conscious consumption actions, pollution prevention and mitigation of climate change through the monitoring and reduction of their greenhouse gas emissions - GHG.	Establish practices to promote the improvement of environmental performance and minimize or mitigate negative environmental impacts due to its activities through pollution prevention and sustainable actions.	90%	% Renewable Energy used	Semester	SMS/Infrastructure/ Corporate Walk Building/We Work	Human(internal)
			115Kg/month (RJ)	Non-recyclable waste generated	Annual	All employees / SMS / Passeio Corporate Building	Humans (internal)
			3.8 tons/year	Carbon Emission	Annual	All employees / SMS / Passeio Corporate Building	Humans (internal)
7	Promote a healthy, pleasant and safe work environment, acting preventively in order to avoid the occurrence of work-related injuries and	Promote quality of life at work to keep teams healthy, through protection, encouragement of the health and well-being	0	CAF Rate	Semester	All employees / SMS / External supplier	Human (internal) and/or financial
			0	CAF Social Security Rate	Semester		
			28%	Mental health program adherence rate	Semester		

	diseases in all processes and activities performed, identifying, eliminating and/or mitigating occupational safety hazards and risks.	of employees.	80%	Mental health program engagement index	Semester		
			13%	Well-being index	Semester		
8	Ensure means for the consultation and participation of employees in matters related to SMS.	Enable the participation of workers in matters related to the HSE, contributing to the improvement of the System.	70%	% of SMS improvements implemented	Annual	All employees	Human(internal)

7. Generated Records

- N/A