



Information Security Policy
(cfr. cap. 5.2 – ISO 27001:2017)

Author: Privacy Champion
Approved by: Management
Document Type: Public

The security and safeguarding of information assets is a prerequisite for the achievement of nCore's business objectives. The requirements for information security are consistent with the objectives of the Organisation and the Information Security Management System (ISMS) represents the tool that allows the sharing of information, the carrying out of correct operations and the reduction of risks related to information to acceptable levels. In view of this, the performance of business activities must always take place ensuring adequate levels of availability, integrity and confidentiality of information through the adoption of a formal "Information Security Management System" (ISMS) in line with the requirements expected by nCore's stakeholders and in compliance with applicable regulations.

In particular, the system is applied to the **"Design, development and support of applications related to recruitment automation"**.

The general objectives of the ISMS, pursued with the commitment of the management, are:

- to demonstrate to customers its ability to provide safe products/services on a regular basis, maximising business objectives;
- to minimise the risk of loss and/or unavailability of customer data by planning and managing activities to ensure continuity of service;
- to carry out a continuous and adequate risk analysis that constantly examines the vulnerabilities and threats associated with the activities to which the system applies;
- to comply with applicable laws and regulations, contractual requirements, company rules and procedures;
- to promote collaboration, understanding and awareness of the ISMS among strategic suppliers;
- to comply with the principles and controls set out in ISO 27001 or other standards/regulations governing the business activities in which the company operates, including, in particular, regulations concerning Privacy and Data Security (GDPR);
- to promote continuous improvement through checks on the operation of the management system set up and through the achievement of the objectives set.



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Furthermore, the company is constantly committed to protecting the personal data of the subjects it handles, with particular reference to those of its customers. With respect to the latter, the company, in accordance with current privacy legislation (GDPR), acts as a "Data Processor", declaring this status and the resulting obligations in contracts with customers. These obligations are also set out in the appointments as Data Processor.

The whole company is involved in reporting any incidents encountered and any weaknesses identified in the ISMS and is committed to supporting the implementation, periodic review and continuous improvement of the ISMS. The top management is committed to pursuing, with appropriate means and resources, the objectives of this policy.

A handwritten signature in black ink, consisting of a series of loops and a final upward-pointing stroke.

Enrico Ariotti, CEO & Co-Founder of nCore