

The decision to implement a Management System compliant with the SA8000 standard within SITAEEL S.p.A. is motivated by the organization's will to clearly and unambiguously regulate the activities according to the Ethical and Social Responsibility requirements.

According to the current legislation, SITAEEL S.p.A. integrates social and environmental issues into its strategy and its relationship with both internal and external stakeholders, through compliance with social responsibility requirements.

SA8000:2014 Management System - whose this Policy is expression - is the general operational framework that SITAEEL S.p.A. adopts to ensure the compliance of its performance to the Social Responsibility Standard requirements.

Top Management states its commitment to make SA8000:2014 Management System effective and operational and to continuously improve its effectiveness.

For this purpose, SITAEEL Top Management adheres and conforms its policies and procedures to SA8000:2014, to the International norms and conventions and to the International Labor Organization Conventions (ILO) referred within the Standard, to the applicable national laws, industry regulations, contractual conditions and any other requirement voluntarily signed and adopted.

Here follows a list of Organization's specific commitments to comply with SA8000:2014 requirements:

- Do not hire or support child labor;
- Do not hire or support any forced or compulsory labor;
- Provide a safe and healthy workplace environment and take effective steps to prevent potential health and safety incidents and occupational injury or illness;
- Respect the employees right to join labor unions;
- Do not engage nor support any form of personnel's discrimination;
- Do not use nor tolerate disciplinary practices or verbal abuse against personnel's dignity;
- Adapt and respect working hours established by law and national, local and collective agreements;
- Wage employees in compliance with the collective bargaining agreement;
- Determine a suppliers' qualification and monitoring process which include, if possible, the evaluation of suppliers compliance to SA8000:2014 standard requirements;
- Ensure training on SA8000:2014 standard's requirements to all personnel.

Top Management also undertakes:

- To allocate adequate resources for SA8000:2014 Management System implementation and improvement also creating a heterogeneous group of people to monitor compliance of the standard, as well as to make the commitments and results public through an annual social responsibility report
- To spread Social Responsibility Policy to stakeholders by appropriate communication channels and information activities;
- To involve stakeholders;
- To not dismiss or discriminate any personnel or interested party providing information about any noncompliance of the Organization to SA8000.
- To manage internal and external stakeholders' claims and suggestions, according to the SA8000 system's procedures. Claims and suggestions can be sent using specific forms, by anonymous communication posted in the specific boxes, by communication to the RLSA of the reference office, through a special section of the website or directly to the certification body or SAI (Social Accountability International) by writing to the e-mail addresses: SA8000@rina.org, SA8000@sa-intl.org

The Organization defines and maintains an internal and external communication plan in order to provide an adequate and systematic information about the management results of its Social Responsibility System.

Also, Top Management periodically verifies Policy and SA8000:2014 Management System effectiveness through the System Review, assessing all opportunities to improve company performance and defining improvement targets.

Mola di Bari, 08/07/2022

CEO
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