

Social Responsibility Policy Year 2025 – Rev.2

TECNICONSULT S.R.L., aware of the importance of maintaining and, if possible, increasing its reputation, not only in relation to:

- the quality of its products
- the respecting of the environment
- the safety of workers at the workplace

but also, with respect to ethical and socially responsible behavior, intends to:

- comply with all the requirements of the **SA 8000** standard and with all the international documents referred to by it;
- constantly ensure compliance with the applicable national laws and any other agreements signed;
- commit to the continuous improvement of its performance in the field of Social Responsibility, thus periodically evaluating and, if necessary, revising this Policy;
- keep active, communicate and explain this Policy to all personnel at all levels (whether contracted or, otherwise, collaborating with the company);
- ensure that the Policy is available to all parties concerned, upon request.

More particularly, given what has already been specified in paragraph 0.5 of this manual, the Top Management of **TECNICONSULT S.R.L.** ensures:

- regarding **child labor**:
 - compliance with Legislative Decree No. 345/1999 as well as the ILO Conventions Nos. 138 and 182 and the ILO Recommendation No. 146;
 - requesting its suppliers to comply with this social responsibility requirement;
 - the definition of a recruitment policy that clearly specifies the required age requirements;
- with regard to **forced and compulsory labor**:
 - the exclusion of recourse to it in compliance with the Workers' Statute and the ILO Conventions Nos. 29 and 105;
 - the exclusion, upon hiring, of requests for deposits of money or original documents;
 - the exclusion of withholdings on any part of staff wages, benefits (allowances) or property;
- regarding the **health and safety of workers**:
 - compliance with the provisions of Legislative Decree No. 81/2008, as amended and supplemented;
 - special attention to the specific risks for the health and safety of pregnant workers and new mothers;
- regarding the **freedom of association and the right to collective bargaining**:

- compliance with Italian legislation on the subject and, in particular, with the Workers' Statute and with the ILO Conventions Nos. 87, 135 and 98;
- regarding **discrimination**:
 - compliance with the Constitution of the Italian Republic, the Workers' Statute and the ILO Conventions Nos. 111, 100, 159 and 177;
 - the inclusion in its recruitment policy of the absolute rejection of discriminatory criteria;
- regarding the **disciplinary procedures**:
 - compliance with the Constitution of the Italian Republic, the Workers' Statute, the ILO Convention No. 98 and the applicable National Labor Collective Agreement;
 - treating all personnel with dignity and respect;
- regarding the **working hours**:
 - compliance with the Constitution of the Italian Republic, the Workers' Statute, the applicable National Labor Collective Agreement and ILO Convention No. 98;
- regarding the **salary**:
 - compliance with the applicable National Labor Collective Agreement and ILO Convention No. 100.

Stakeholder Policy

The Top Management is committed to involving the parties concerned to obtain indications for the improvement of the Company's Social Responsibility performance.

More particularly as regards the management of suppliers and contractors, the Company undertakes to verify their compliance with the **SA 8000** standard and to consider compliance with the requirements of the standard when choosing new suppliers/subcontractors.

Internal and external communication policy

The Top Management ensures adequate internal and external communication regarding the Company's Social Responsibility services.

This document is displayed in all workplaces that fall under the responsibility of the Company and is available to anyone who requests it.

Busto Arsizio, 18 April 2025

Managing Director
Andrea Pelizzola