

Policy of Social Responsibility

Sintagma believes the company's social aspect and the responsibilities arising from it to be of major importance.

Sintagma strives in its daily operations and strategic approach to fully comply with the requisites of the SA8000 Standard (Social Accountability)

Our company is firmly convinced of how important it is to correctly and transparently manage our "human assets" and raise the awareness of our Senior Management, suppliers, employees, external collaborators and stakeholders in general, so they comply with the principles of Social Responsibility established by the SA8000:2014 Standard (Social Accountability), and pledge to:

- not use child labour or forced labour
- comply with current national legislation, international conventions and recommendations, including the decisions of international organisations, e.g. ILO (International Labour Organization) and the UN (United Nations);
- respect the freedom of association and right to collective negotiations;
- oppose every form of discrimination and inequality (as regards employment, remuneration, access to training, career promotions) based on questions of race, nationality, religion, disability, sex, sexual orientation, trade union membership, political affiliation;
- condemn all unlawful conduct which may clash with a person's dignity or physical and/or moral integrity;
- fully and impartially apply the national collective labour agreement to all employees, regularly pay the established wages and pay all the relevant social security, welfare and insurance contributions;
- guarantee maternity and paternity rights and the rights of disadvantaged people are protected;
- take preventive and corrective actions to promote and improve the conditions of safety and physical and mental wellbeing of their collaborators;
- involve all suppliers of goods, activities and services and expect them to commit to social responsibility and comply with all the requisites of the reference standard;
- develop and enhance their information and communication processes and their theoretical and practical training, and encourage dialogue with the parties involved in order to ensure the corporate integrated system is applied efficiently and effectively.

Sintagma believes all this can definitely help improve our general management conditions and give value to our human assets. For this purpose, we pledge to send out a strong message to all parties involved (employees, suppliers, customers, public opinion, trade unions, public authorities and NGOs) to ensure they know, respect and apply the requisites established by the SA8000:2014 standard.

Our Senior Management is committed to organising regular meetings, communications and training and informative activities to ensure all personnel has read and understands our Social Responsibility Policy, and is fully involved in the strategy the Company has undertaken.

We have set up a Social Performance Team, with equal representation of workers and management that regularly conducts a risk assessment and monitors standard compliance. At least once a year, together with Senior Management, it conducts System Review to check the efficacy of our Social Responsibility Policy and Management System. The Review assesses all the opportunities to continually improve company performance and identifies and verifies whether we have achieved specific objectives.

All company personnel and all the other parties involved have the opportunity to report any ethical-social questions to the Social Performance Team. Dialogue in the workplace is a key component of Social Responsibility.

In order to ensure that the organisation and all the parties involved have the opportunity to constructively contribute to improving our Social Responsibility Management System, the company has in fact activated a communication system to handle reports regarding the application of the SA8000 standard. The aforementioned reports can be sent to the company anonymously in writing or via e-mail or via the Sintagma website and will be recorded and analysed, in order to take any corrective or preventive action, if possible. All reports can also be sent anonymously to the following addresses:

⇒ via e-mail to the following address: sa8000@sintagma-ingegneria.it

⇒ verbally, to the number 075 609071 to report the complaint to the Employee Representative for Social Responsibility.

If the company is unable to handle or completely resolve a complaint, the employees may contact the following Organisations that guarantee the company's SA8000 certification:

CISE e-mail info@ciseonweb.it Tel: 0543 – 713311 o SAAS,

CISE accreditation body: e-mail saas@sasaccreditation.org Tel: +1 (212) 684-1414.

Date 21 December 2022

Chief Executive officer

Signature

Employee Representative for Social Responsibility

Signature