

CORPORATE SOCIAL RESPONSIBILITY - CSR

LEGAL POLICY

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POLITUBES considers the protection of health, safety at work, respect for the environment and social responsibility, respect for and protection of the dignity of workers as essential values to which it refers in its activities.

This *Policy* expresses the commitment of top management to promote, in employees, collaborators and suppliers, knowledge of objectives, awareness of results, acceptance of responsibility and motivation.

POLITUBES has implemented a comprehensive and integrated compliance system, providing itself with a system of valid tools to ensure a high ethical standard.

The Code of Ethics is the pillar of this system, but it must be read and interpreted in conjunction with documents considered essential for the development and dissemination of Politubes' core values, such as the Anti-Corruption Code of Conduct, the Organisation, Management and Control Model and the Procedure for the Handling of Whistleblowing.

The principles of action and the results to strive for are:

- uphold, respect and protect internationally proclaimed human rights;
- apply the POLITUBES Code of Ethics;
- protect the health and safety of its workers, contractors and the community in the management, conduct and development of its activities, promoting the fulfilment of the individual as an individual and in the community;
- protect the environment in which it operates, making all workers, suppliers and partners responsible for this, and calling on them to pursue continuous improvement;
- promote the responsible use of resources;
- putting sustainability as a key business factor at the centre of its culture.

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POLITUBES adheres to the principle of 'Sustainable Development' and by putting it into practice, through the application of this *Policy*, it believes it is contributing to ensuring the conditions and tools for a better quality of life for the generations of today and tomorrow.

In order to achieve its objectives, POLITUBES commits itself, in the various areas of intervention, to

Implement and maintain the *Policy*, reviewing it periodically to ensure that it remains relevant.

Fulfil regulatory obligations by fully complying with applicable national and international health, safety and environmental laws, standards and regulations.

Strive for continuous improvement and prevention, through:

- identifying the health, safety and environmental hazards present in the operations performed, implementing measures to control the associated risks, eliminating or reducing the risks of occupational accidents or diseases;
- setting targets, reviewing achievements and setting new targets to pursue continuous improvement;
- promoting the use of technology to achieve excellence in worker health protection, occupational safety and environmental protection.

Respect the rights of workers, protecting and enhancing the human resources it uses, pursuing respect for the principle of equal opportunities and inclusion in the work environment, fostering the professional growth of each person, valuing diversity through

- opposing any and all practices of labour and worker exploitation and the denial of workers' rights for the benefit of a pure profit rationale;
- the promotion of constant and effective attention to potential situations of exploitation of workers by, inter alia, monitoring possible or potential commission of offences of illegal brokering and exploitation of labour;
- respecting labour law regulations, also with regard to the use of workers from third countries.

Raise awareness and train workers to perform their work safely and assume their responsibilities, through the following actions:

- Define and maintain initiatives aimed at developing a culture of health, safety at work, environment and social responsibility, in accordance with international standards, through the involvement of all personnel;
- assign individual responsibilities and involve all levels of the organisation, ensuring that responsibilities and operating procedures are precisely defined, appropriately communicated and clearly understood;
- informing and, where necessary, training and instructing workers in compliance with the operating procedures aimed at protecting the safety and health of workers and protecting the environment, requiring strict compliance.

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Communicate and disseminate information on health, safety at work, environment and social responsibility to internal and external '*stakeholders*':

- collaborate with national and international legislative bodies;
- defining and maintaining procedures to evaluate and select suppliers and subcontractors on the basis of their commitment to social and environmental responsibility, worker health protection and occupational safety, informing them of the nature of the activities and the measures taken for prevention.

Responsibility in the management of health, safety at work, respect for the environment and social responsibility concerns the entire company organisation, from top management down to each worker, each with his or her own attributions and competences.

POLITUBES has set up reporting channels in order to ensure an adequate flow of information to the Supervisory Board concerning irregularities or violations of the Code of Ethics and the Organisation, Management and Control Model pursuant to Legislative Decree 231/01.

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Revision History

Rev. letter	Date	Description