

POLICY FOR THE SOCIAL RESPONSIBILITY

SITIE pursues and supports compliance with internationally proclaimed human rights and considers the safety, health, the rights and welfare of its employees and the environment, **as indicated in the founding values of the EU and in the 10 principles of the United Nations**, as the primary needs in carrying out and development of its activities.

The activities are based on respect for the Code of Ethics approved by the Board of Directors and sustainable development strategies include, among other things, a commitment to continuous improvement of health and safety and environmental aspects of its activities.

SITIE is committed to promoting the spread of an ethically responsible corporate culture, fostering the professional growth of all employees:

- **managing its activities by adopting health, safety, environmental and labor rights in accordance with national and international standards;**
- **observing the work ethic rules, the freedom and dignity of the employees;**
- **promoting the use of the most advanced technologies to achieve excellence in the protection of workers' health, safety at work and environmental protection;**
- **refusing all working conditions characterized by inhumanity, exploitation, the unequal pay and insalubrity of the workplace;**
- **rejecting any sort of practice which may violate human rights.**

This means:

- **not use or exploit juvenile labour or create coercive work situations;**
- **not bring about any discrimination of treatment based on race, nationality, religion, handicap, sex, age, sexual preferences, political membership, social class ensuring equal opportunity, freedom of association, and collective bargaining, promoting the development of each individual;**
- **not adopt or favour disciplinary actions such as physical punishment, mental or physical compulsions or verbal abuses;**
- **provide the personnel with a clean, safe and healthy workplace in order to prevent any risks of injuries and/or accidents, giving them an adequate training;**
- **respect the laws and industry standards on working hours and ensuring that wages are adequate to the tasks covered and sufficient to meet the basic needs of the staff, hindering in all possible ways the "black work";**
- **enhance their human resources, through the care of the aspects related to personal safety and the workplace, strict compliance with current regulations regarding personnel, detection and ongoing management of the suggestions and reasons for dissatisfaction; Treat the staff as a strategic resource, ensuring respect for their rights and promoting the professional and personal development by encouraging the dialogue in the workplace;**
- **communicate this policy to every new employee and, with each new issue, to all staff and make it public to stakeholders, internal and external.**

This policy does not only represent a declaration of theoretical principles but also the constant engagement of the Company in order to achieve the improvement of its services and performances and the guarantee of a constantly rising importance of the community needs.

Chairman of the Board of Directors

