

**La Veneta Servizi has adopted a Corporate Management System and over the years has made it compliant with UNI EN ISO 9001:2015 (Quality) , UNI EN ISO 14001:2015 (Environment), UNI ISO 45001:2018 (Occupational Health and Safety), SA8000:2014 (Social Responsibility) and UNI/PdR 125:2022 (Gender Equality) regulations.**

The Company responds to market needs with a solid system of values, that are the Cornerstones of its Vision: fulfilling commitments to Clients, paying the utmost attention to compliance with safety regulations, caring for the environment, having a code of ethics that binds owners and employees to maximum transparency, and ensuring a work environment that is inclusive to everyone.

To this end, the Company is constantly striving to comply with the aforementioned standards/practices, maintaining an active and adequate Company Management System, as well as the compliance with national, international regulations, as well as the commitments signed with all Parties.

With this Policy, the Management makes it known that it intends to work with effective, efficient and transparent methods to ensure the continuous improvement of a Company Management System aimed at satisfying the demands of Customers and other Interested Parties, as well as to preventing pollution, protecting health and safety in the workplace, respecting the principles of social responsibility, guaranteeing equal opportunities and conditions to all its collaborators (all those with whom the company has a working relationship).

The Company promotes knowledge of relevant standards/practices, to encourage the active and conscious participation of its Human Resources.

The Company's Integrated Policy is adapted to the size and nature of the risks inherent in Health and Safety in the workplace, the environmental impacts arising from its activities, and the needs and expectations of its "stakeholders".

In the pursuit of the company's objectives, compliance with the commitments made on issues of Social Responsibility and Gender Equality must be ensured, raising awareness in the company's internal working environment (at all levels) and in the external environment to all "stakeholders".

**The guiding Principles of the Policy are:**

- To comply with the indications expressed by legal regulations in terms of health, safety, hygiene, environment, social responsibility, gender equality, anticipating, where possible, current laws;
- Spread within and outside the company a philosophy of quality, respect for the environment, safeguarding health and safety in the workplace, social responsibility in committing to gender equality policies and women's empowerment;
- Operate according to the principles of continuous improvement of business management systems, promoting the participation and consultation of interested parties;
- Design, organize and implement services in such a way as to meet the needs and expectations of the Client in terms of quality, thus increasing levels of competitiveness in the market, in full compliance with legal, environmental and quality requirements;
- Develop appropriate control systems to monitor the quality level of services rendered, health and safety risks, negative impacts on the environment, and the commitment related to social responsibility;
- Ensure the protection of workers' rights, health and safety by committing to:
  - Refusing to employ children and minors;
  - Rejecting the use of forced or compulsory labor;
  - Comply with all mandatory Health and Safety requirements in the workplace;
  - Respect freedom of association and right to collective bargaining;
  - Oppose to all forms of discrimination (of race, caste, nationality, origin, religion, disability, sex, sexual orientation, membership in associations and unions, political orientation, age);
  - Counteract all forms of harassment and bullying (the contact person for mobbing and harassment is the Gender Equality Committee);
  - Prevent all forms of physical, verbal and digital abuse in the workplace;
  - Do not implement or encourage the practice of corporal punishment, behaviors of mental, physical, sexual coercion, verbal abuse, threatening and offensive or aimed at exploitation. Any disciplinary action taken will refer to the law and the relevant National Labour Collective Agreement (CCNL);

- Establish gender equality guidelines for communication and for selection, hiring, salary, compensation, training, promotion, dismissal, retirement; ensuring fair and impartial training, professional growth and career advancement,
- Ensure equal gender representation among the panelists at round tables, events, conferences or other events, including those of a scientific nature;
- Respect of working hours: compliance with resting days and weekly work limits, overtime work and all other requirements of the law and the relevant National Labour Collective Agreement (CCNL);
- Promote the compliance of personal and work times and counter any possible obstacle to parenthood;
- Ensure that remuneration complies with current legislation and the National Labour Collective Agreement (CCNL), that is paid on time on a monthly basis, and that all relevant social security, welfare and insurance contributions are paid; ensure that any benefits defined in the employment contract are maintained even during periods of maternity/paternity leave. The Personnel Department is available (by phone or through a meeting at the corporate office) to handle any disputes and/or clarifications regarding payroll payments.
- Implement and effectively manage the Management System for Social Responsibility according to SA8000:2014 standards.
  - Ensure high quality standards for services provided by the company;
  - Eliminate defects and reduce significant environmental impacts and prevent environmental pollution;
  - Select suppliers based on their ability to meet the demands and needs of the company, and offer products that are most compatible with the ethical, environmental and safety objectives of the organization;
  - Identify hazards, assess and control risks associated with company activities, and transform unacceptable risks to a tolerable level;
  - Ensure adequate human and instrumental resources to manage the service;
  - Train, motivate, make aware and empower company personnel at every level to ensure professionally qualified and responsible performance of activities;
  - Continuously involve and consult workers, also through their representatives;
  - Continuously analyze and evaluate the indications arising from the Interested Parties, as the basis for an open and constructive dialogue for the identification of projects and objectives of mutual satisfaction;
  - Give the correct information on safety to all those who, because of any role, stationed, even occasionally, in the work area; ensure the distribution, control and use of personal protective equipment.

Management has defined its commitment to gender equality issues through an internal committee that oversees the commitments listed in this document and the achievement of the goals defined in the strategic plan.

To ensure the implementation of the commitments defined in this document, management has defined economic resources entrusted to the gender equality committee to ensure the achievement of the defined objectives.

The gender equality committee is committed to the development and monitoring of a strategic plan on gender equality issues that defines the indicators applicable to the company, the strengths and weaknesses as well as the objectives, actions to achieve gender equality, and training paths in terms of gender equality.

Management is also committed to critically, systematically and objectively reviewing and evaluating the adequacy and effectiveness over time of the Company's Quality, Environment, Health and Safety, Social Responsibility and Gender Equality Management System during periodic Management Reviews, through direct feedback with involved parties and by analyzing the results of company monitoring and internal audits.

The Corporate Policy is evaluated by Management periodically in reviews for adequacy and consistency with commitments.

The Corporate Policy is made known, understood and implemented at all levels of the corporate organizational structure and made available to the public and to all persons working in or on behalf of the company or who otherwise request it.

Management appointed its Representative for Corporate Management Systems (RDQ) to run the integrated Corporate Management System for Quality, Environment, Health and Safety, Social Responsibility and Gender Equality with a view to improvement and sustainable development.

Date 06/12/2023

The General Manager



### ***Reports contrary to Social Responsibility and Gender Equality***

**To guarantee all workers and all interested parties** easy communication of reports of behaviors or conduct that may represent a violation, even if only potential, of the Code of Ethics, company procedures and regulations, the requirements for Social Responsibility and Equality of Gender, **La Veneta Servizi S.p.A. has set up communication channels that guarantee the protection of the confidentiality of the identity of the whistleblower.**

The Report can be submitted according to the following methods:

#### **GENDER EQUALITY REPORTING - HARASSMENT - BULLYING**

**The Gender Equality Committee** has set up the following communication channels:

- **Reporting forms** specially activated on the corporate website, in the Reporting Management Systems section

[https://www.lavenetaservizi.it/index.php?option=com\\_content&view=article&id=258:segnalazioni-sistemi-di-gestione&catid=49:azienda&Itemid=33](https://www.lavenetaservizi.it/index.php?option=com_content&view=article&id=258:segnalazioni-sistemi-di-gestione&catid=49:azienda&Itemid=33)

- **Postal service**, by sending a letter to the physical mail address La Veneta Servizi S.p.A. - Gender Equality Committee - Via Olindo Guerrini, 20 00137 Rome: in this case to guarantee confidentiality, it is necessary that the report, addressed to the Gender Equality Committee, be placed in a sealed envelope that bears the words "confidential/personal" on the outside.

#### **SOCIAL RESPONSIBILITY REPORTING**

Similarly, **the Social Performance Team (SPT)** has set up the following communication channels :

- **Reporting forms** specially activated on the company's website, in the Reporting Management Systems section

[https://www.lavenetaservizi.it/index.php?option=com\\_content&view=article&id=258:segnalazioni-sistemi-di-gestione&catid=49:azienda&Itemid=33](https://www.lavenetaservizi.it/index.php?option=com_content&view=article&id=258:segnalazioni-sistemi-di-gestione&catid=49:azienda&Itemid=33)

- **Postal service**, by sending a letter to the physical mail address La Veneta Servizi S.p.A. - Social Performance Team - Via Olindo Guerrini, 20 00137 Rome: in this case to guarantee confidentiality, it is necessary that the report, addressed to SPT, be placed in a sealed envelope that bears the words "confidential/personal" on the outside.

Consult the **complete Procedure on the website** (in the Social Responsibility Reporting – Gender Equality section).

In addition, should the aforementioned means prove insufficient, there is the possibility of submitting Social Accountability related reports also to the Certification Body, or directly to the Accreditation Body at the following contact details:

**SGS Italia Spa** – via Caldera, 21 – 20153 Milano (Ente di certificazione) e-mail: [sa8000@sgs.com](mailto:sa8000@sgs.com) - Fax: +39 051 6389926  
**SAI : SAAS**, 220 East 23rd Street, Suite 605, New York 10010 USA (Ente di accreditamento) e-mail: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org) - Fax: +212 684 1515

The continuous analysis and evaluation of the indications arising from the Interested Parties, forms the basis for an open and constructive dialogue for the identification of mutually satisfactory projects and objectives.

Date 06/12/2023

The General Manager

