

<p style="text-align: center;">CODING GENERAL ENGINEERING & PLANNING</p>	<p style="text-align: center;">Policy Integrated to Standards Uni En Iso 9001:2015, 14001:2016 45001:2018 Uni Iso 37001:2016 and SA8000:2014</p>	<p style="text-align: right;">Ed. 01 Rev.03 del 09.09.2022</p>
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Coding's policy, in coherence with its vision, mission, value system and Ethical Commitment, is based on the principles of fairness, professionalism, transparency and compliance with the regulations applicable to the Company's processes, in order to guarantee and provide its services according to the highest quality standards, aiming at satisfying the needs and expectations of its stakeholders. Coding's policy identifies corporate quality, environmental protection, worker safety and social responsibility as objectives of primary importance. To pursue its vision, Coding has adopted an Integrated Management System and an Organisational Model of management and control in accordance with Legislative Decree no. 231/01, as strategic tools to safeguard compliance with the principles and the Ethical Commitment and ensure the conformity of its services, favouring the sustainable development of the territory.

The Integrated Management System (implemented according to the requirements of ISO 9001, ISO 14001, ISO 45001, SA 8000) is based on rules and practices established and agreed upon with the entire organisation, formalised in specific documents and procedures that guide Coding's actions. Through the application of the Integrated Management System and the Organisational Model, Coding is committed to:

- promote a corporate culture that, by ensuring compliance with the laws and regulations applicable to the Company's processes, supports the protection of the environment, the prevention of corruption, and the health and safety of workers, and is socially responsible;
- ensure high standards of quality and innovation to the works and projects carried out, environmental protection and energy efficiency, consistent with the best available techniques and technologies
- ensure adequate procedural, management and organisational tools,
- pursue the optimisation of business processes and the use of resources, in order to achieve the highest level of effectiveness and efficiency, while respecting the health and safety of workers and with the utmost attention to the environment and social responsibility;
- design, and supervise works management in support of the territory, promoting its sustainable development and evolution, while respecting the health and safety requirements of workers
- environmental protection, socially responsible; garantire condizioni di lavoro sicure e salubri atte a prevenire lesioni, incidenti, infortuni e malattie professionali;
- raise workers' awareness of unsafe behaviour and near misses;
- mitigate health and safety risks for personnel through the development and implementation of appropriate training and people empowerment programmes with the aim of ensuring the active participation of workers, the adoption of appropriate technical and organisational work measures so that all workers are trained, informed and made aware of the risks present in the company and the activities for which they are responsible, as well as promoting a corporate health and safety culture;
- safeguarding natural resources and pursuing their sustainable use, preventing pollution and pursuing the improvement of energy efficiency, the containment of energy consumption and greenhouse gas emissions;

- select suppliers, monitoring their performance, to promote their development and qualitative growth in accordance with this policy;
- defining and reviewing improvement objectives and programmes, carrying out audits to assess the performance of the Management System, and periodically reviewing the policy; pursuing continuous improvement of the services offered, through operational control, the management of energy use and consumption factors, and the design of new plants, equipment, systems and processes that may have a significant impact on them;
- support the purchase of energy-efficient products and services by complying with applicable legislative requirements;
- promote a corporate culture based on integrity, transparency and compliance by introducing appropriate measures to monitor and prevent risks related to sensitive work processes;
- communicate within and outside the company the policy, objectives, programmes and performance with regard to quality, the environment, safety, preventing corruption and paying the utmost attention to social responsibility;
- not to encourage or support the use of child labour or young workers still in compulsory education
- not resorting to or supporting the use of forced or compulsory labour, including prison labour, except for reasons of social integration of disadvantaged persons
- ensure a safe and healthy working environment and take effective measures to guarantee the health and safety of workers
- fully respecting the right of workers to form, join and organise trade unions of their choice and to bargain collectively
- not resort to or support any form of discrimination against workers, candidates and suppliers of its own and associated companies in any form whatsoever, on grounds of race, national origin, caste, birth, religion, sexual orientation, marital status, political opinions or any other condition that may give rise to discrimination
- treat all personnel with dignity and respect without using or tolerating corporal punishment, physical or mental coercion, verbal abuse against personnel
- rispettare le leggi vigenti e la contrattazione collettiva in materia di orario di lavoro, straordinari, riposo settimanale e festività
- respect the workers' right to a decent salary and remuneration in accordance with the provisions of the national collective labour agreement for their category
- define a social policy to inform staff of the choice to comply with the SA8000:2014 standard, maintain an SA8000 Social Accountability Management System aimed at continuous improvement, compliance with SA8000 requirements and mandatory requirements, as already in place for Quality System Management (ISO 9001:2015), Environment (ISO14001:2015) Anti-Corruption (Uni Iso 37001:2016) and Safety (Uni En Iso 45001:2018) and in coherence with the Code of Ethics and Code of Conduct established by Coding and which are an integral part of the Social Responsibility Policy.
- ensure the independence of the Supervisory Board through an appropriate separation of responsibilities and reporting between supervisory and other activities, as well as the confidential management of information obtained or produced during the activities carried out;