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Cooperativa Solidarietà Soc. Coop. Soc., within its system of economic and social relations, undertakes its social responsibility, recognizing its foundation in respect for individual dignity and freedom and in the continuous pursuit of improving the working conditions of its staff.

Top Management, aware of its role in the market, is committed to contributing to the gradual dissemination of ethical and social values to an increasingly broader range of stakeholders.

In this regard, Cooperativa Solidarietà:

- considers its staff as its main resource, guarantees their rights, and supports their professional and personal development;
- considers its supplier partners essential for the provision of its services while achieving its defined social objectives;
- supports dialogue with trade unions while respecting the rights and wishes of its staff.

In keeping with this vision, Cooperativa Solidarietà has adopted a Code of Ethics, which expresses the set of values and principles the company embraces in conducting its business and in its relationships with all its stakeholders. It has also decided to further validate its commitments by adopting a Social Management system compliant with the PAS 24000:2022 standard.

For Cooperativa Solidarietà, the Social Management system, of which this Policy is an expression, represents the overall operational framework by which the organization intends to ensure full compliance of its social performance with legislative requirements and the PAS 24000:2022 standard.

Cooperativa Solidarietà therefore declares its commitment to making the Social Management system effective and operational and to continuously improve its effectiveness.

To this end, Senior Management undertakes to:

- comply with applicable legal and contractual requirements;
- meet the requirements of the PAS 24000:2022 standard;
- comply with international human rights conventions;
- integrate the requirements of the Social Management System into its organizational processes.

Furthermore, Cooperativa Solidarietà intends to:

- not encourage, employ, or support the use of child labour;
- not encourage, employ, or support forced labour;
- ensure adequate, safe, and healthy workplaces and implement measures to prevent accidents, injuries, and occupational diseases;
- respect the right of workers to join trade unions;
- not engage in or support any type of discrimination against personnel based on any condition;
- not engage in or support disciplinary practices or verbal abuse that violate respect for the dignity of persons;
- adapt to and respect the working hours established by law, national and local agreements, and applicable national collective bargaining agreements;
- remunerate personnel in accordance with the provisions of their respective national collective bargaining agreements;
- Implement a supplier qualification and monitoring process that also takes into account compliance with the requirements of the PAS 24000:2022 standard.

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Top Management also undertakes to:

- allocate adequate resources to ensure the proper implementation and continuous improvement of the Social Management system;
- disseminate the Social Policy to various stakeholders through appropriate communication channels;
- engage stakeholders;
- refrain from any form of retaliation if incidents, non-conformities, hazards, risks, and/or opportunities are reported.

Cooperativa Solidarietà defines and maintains an internal and external communications plan to provide adequate and systematic information regarding the results of its Social Management system.

The adequacy of this Policy is periodically verified through a review of the Social Management system, during which all corporate social performance is assessed and improvement objectives are established.

Padova 26/08/2025

Top Management