

Our organization has decided to adopt a **Social Management System** compliant with the **PAS 24000:2022** standard; with this decision, we intend to strengthen our commitment to **social responsibility**, respect for **human rights**, and the promotion of **fair and decent work**.

The PAS 24000 standard is an international guide that helps companies integrate ethical and social sustainability principles into their strategies and daily processes, focusing not only on workers but also on suppliers, business partners, and the communities with which they interact.

Adopting a Social Management System compliant with the PAS 24000:2022 standard means ensuring safe, respectful, and discrimination-free working conditions, preventing all forms of exploitation, forced labour, and child labour. It also means promoting diversity, inclusion, and equity, ensuring equal opportunities for all our employees. Furthermore, the standard requires us to extend this commitment throughout the entire supply chain, holding our suppliers and partners accountable to operate in accordance with the same principles.

The Social Management System is based on the main international instruments on human rights and decent work, including the **Universal Declaration of Human Rights** and the fundamental Conventions of the **International Labour Organization (ILO)**. To implement this commitment, we have adopted a Code of Ethics and a Social Policy, established secure and confidential reporting procedures for any violations, and developed a communications plan aimed at spreading awareness and responsibility to all stakeholders, both inside and outside the organization.

Complaints can be submitted through the following channels:

- a dedicated complaint box located at each construction site
- by email to qualita@cooperativasolidarieta.it
- by post to COOPERATIVA SOLIDARIETÀ Società Cooperativa Sociale Via Dei Ronchi, 15 35127 Padova

If the complaint is not satisfied, workers can also submit reports through the certification body's contact details:

- by post: to SGS Italia Spa, Via Caldera n. 21 – 20153 Milan
- by web: <https://www.sgs.com/it-it/contatto-form>
- by phone: +39 02 739 31

Our commitment is not limited to mere formal compliance but represents a path of continuous improvement. The social management system will be subject to periodic reviews by Management, with the aim of ensuring the long-term effectiveness, adequacy, and consistency of actions with respect to the principles of the PAS 24000 standard.

With this statement, we wish to share with all of you our belief that respect for human rights, equity, and social responsibility are not only an ethical duty, but also an essential condition for the sustainable and lasting growth of our organization.