

SOAG EUROPE SA is committed to supporting, respecting and protecting the **human rights proclaimed globally by the International Labor Organization (ILO)**, towards its employees and involving its stakeholders to follow the same principles. Adopting fair rights in the company is relevant for the related economic, social and environmental aspects.

The SIGIT Group, in compliance with the national and international economic dimension, undertakes to pursue the following targets by 2040:

- Define internal procedures for recruitment, **tasks and career development**;
- Analysis and control of average salaries;
- 100% of employees trained in social issues;
- **Maintain a 50% gender balance in the workforce**;
- **Reduce employees turnover to 5%**

The Group has signed up to and participates in the **UNGC** since 2015, demonstrating its commitment to integrating the **17 SDGs** into its corporate strategies.

Top management recognizes that being a good company includes **respect for human rights through direct and indirect contracts with its stakeholders**, for example by signing the respective Codes of Conduct which recall the general principles of the global Code of Ethics. On the operational side, the Group is committed to monitoring and reporting on the **social KPIs** required by the **GRI Standards**.

The SIGIT Group supports these principles, according to the following:

1. Working conditions

The significance of working conditions and working environments has a significant impact on employee productivity and the ultimate success of a company. It is therefore the responsibility of the top management of each production plant in collaboration with the central bodies to monitor and verify that the **working conditions and working hours are carried out in a healthy and wholesome environment** that does not compromise the psycho-physical health of the workers. The Group undertakes to prevent exposure to potential risks through employee training and monitoring of H&S conditions in each plant and to ensure the hours of overtime provided for in specific national and individual contracts.. The Group undertakes to guarantee the minimum wages of its employees envisaged for each country in which it operates.

2. Diversity, discrimination and equal treatment

The SIGIT Group is committed to guaranteeing **diversity and social inclusion** of its stakeholders through freedom of individual expression measured with respect for the community. The employment contracts and the Group's Code of Ethics outline respect and **equal treatment** based on **gender, origin, culture, religion, ethnicity and nationality**. The subjectivity of individuals must be protected in a company in order to allow for greater inclusion and social integrity, especially by protecting the rights of minorities. The Group undertakes to **prevent and protect discrimination** in the phases of recruitment, work and professional growth, through an effective mechanism and resolution of complaints (wallbreakers.it) the dissemination of the Code of Ethics to all stakeholders and training on social to its employees.

3. Child labor

The SIGIT Group believes that the future lies in the **new generations**. In this sense, healthy growth of minors is essential, guaranteeing a serene and prosperous environment through, even indirectly, their own activities. The SIGIT Group is committed to **protecting their future** and acts to prevent the associated risks. The Group has not had and does not have minor workers, i.e. under the age of 18 in its workforce, in compliance with **directive 33/1994/EC** on the protection of young people and at work applicable to any individual under the age of 18 with a contract of employment or a subordinate employment relationship defined by the legislation in force in the countries of its establishments.

4. Hiring

Group Human Resources provide information on specific working conditions by vacancy, in notices and in the **pre-employment interview stages**. The commitment is to describe as accurately as possible the details of the working environment and conditions, as well as the opportunities for professional growth. The SIGIT Group believes it is essential to avoid discriminatory language both to protect the individuality of people and to protect the company from any legal problems. The choice of the figure to hire is therefore made without any discrimination, based on their **experience and/or the added value** they could provide to the specific job sought.

5. Freedom of association

The Group is committed to guaranteeing **freedom of association as a collective and instrumental freedom for individual expression**, and to maintaining its enduring character, in order to contribute to the cultural growth and participation of the individual in the economic, political and social life of the country of which he is a citizen. The Group promotes this freedom by **joining the Collective Agreements** where present, whose unions contribute to protect the rights of workers, it has also taken a number of measures to ensure that workers are not excluded from participation in such trade union organizations.

The monitoring and verification of the risks associated with the violation of human rights, such as child labor, forced labor, discrimination, working conditions and freedom of expression, is carried out periodically every year to align with the 17 SDGs and pursue its own targets followed by the possible revision of this policy.

Any **violations of Ethic Code** can be reported to (wallbreakers.it) placed to protect the integrity of the company, through which you can report, even in private, to the Reporting Manager any behavior - learned by reason of the functions carried out within the company - that may integrate breaches of Community legislation in a very wide range of sectors expressly indicated in the Annex to the Directive (EU) 2019/1937 (including: public procurement, financial services, product and transport safety, environment, food, public health, privacy, network security, competition).