

**Social
responsibility
policy**

SOCIAL RESPONSIBILITY POLICY

ATI Project considers of primary importance the quality of the service offered, management of the environmental impact of its activities, safety of working conditions, and the requirements of morality, professionalism, and ethics. For the reasons listed above, the document outlining the **Social Responsibility Policy** thus constitutes the natural completion of the principles set forth in the Integrated Corporate Policy.

The **core principles** and values that guide our commitment to Social Responsibility embrace:

- Enhancing human capital, respecting rights, and promoting well-being of employees;
- Fairness, transparency, and legality in relationships with clients, suppliers, and all stakeholders;
- Consistency between values, strategies, and behaviors.

The **specific commitments related to SA8000** standard include:

- Not using or supporting child labor;
- Ensuring a safe and healthy work environment;
- Respecting the personnel's right to associate with unions and engage in collective negotiations;
- Eliminating discrimination based on race, class, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation;
- Opposing corporal punishment, mental or physical coercion, and verbal abuse;
- Adhering to working hours established by laws and standards;
- Providing wages and benefits in accordance with current regulations and collective negotiated agreements;
- Addressing complaints transparently;
- Adopting ethical practices in relationships with all stakeholders;
- Respecting laws applicable to our sphere of activity;
- Empowering and raising awareness among staff by actively involving them in the system;

- Involving stakeholders in monitoring company's commitment to Social Responsibility.

In every sector in which we operate, we aim to **create added value** for employees, clients, suppliers and the society as a whole. We maintain an **open and transparent dialogue** with all stakeholders, and the Management is committed to ensuring the dissemination and understanding of **ethical commitment** throughout the company. Periodically, we evaluate the effectiveness of our Social Responsibility Management System through System Reviews, constantly creating seeking opportunities to improve our business performance and achieve specific objectives.

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Management

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Social performance team

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