



SOCIAL RESPONSIBILITY POLICY: SA 8000 STANDARD

Rome, October 11th 2016

The Management of Nucleco S.p.A., conscious of the responsibilities that are part of the role, aware of the importance of human resources by giving an added value to company's assets and performances, has decided to integrate the commitment to social responsibility issues into corporate strategy.

The commitment results in the implementation of a Social Responsibility Management System due to SA8000 standard.

The management of Nucleco applies itself to grant that the whole organization's activities are conducted with respect of:

- SA8000 requirements;
- current national regulations, applicable to Nucleco industry sector;
- UN Declaration of Human Rights, conventions of the ILO, international human rights norms;
- agreements with interested parties.

With respect to specific SA8000 standard requirements, Nucleco commit to:

- not engage in or support the use of child labour;
- not engage in or support the use of forced or compulsory labour;
- provide a safe and healthy workplace environment;
- grant the right to form, join and organize trade union(s) and to bargain collectively with the organization;
- not engage in or support every type of discrimination;
- treat all personnel with dignity and respect;
- comply with applicable laws, collective bargaining agreements and industry standards on working hours, breaks and public holidays;
- pay employees in accordance with the contracts;
- regularly conduct a management review of its policy statement, policies, procedures implementing the Social Responsibility Management System and performance results, in order to continually improve.

To improve the relationship with interested parties, Nucleco wishes that SA8000 criteria be understood, in addition to the same organization, by suppliers and subcontractors get involved in operations.

The objectives of that will are:

- to induce greater trust within users and social organizations, demonstrating respect for social and ethical principles;
- to improve the relationship with public institutions, encouraging the dialogue with authorities assigned to the control of specific fulfillments (welfare, assistance, health and safety);
- to improve company climate thanks to greater involvement of employees with target achievement and job conditions enhancement;
- to consider its suppliers as a partner not only for business activities, but for adopting ethical behavior too.

Conscious of its responsibilities and confident that a clear and operative policy is a useful tool to disseminate Social Responsibility principles, Nucleco commits to transmit and make available its policy of ethics at all company levels and towards interested parties, as well as to communicate its social performances by means of appropriate tools.

President

Alessandro Dodaro

Chief Executive Officer

Emanuele Fontani