NUCLECO	**SOCIAL RESPONSIBILITY POLICY** **SA8000 STANDARD**

Nucleco S.p.A., carrying out sustainability policies of Sogin Group and strenghtening human rights respect as ratified in its own Code of Ethics, has build and certified a Social Responsibility Management System due to SA8000 international standard.

The commitment arised from the awareness that people operating in Nucleco, and on behalf of Nucleco, represent the real added value of the company, fostering the success on the market: the respect and the safeguard of their rights is a due diligence, in addition to an investment in the further growth of the organization.

It is responsibility of Nucleco Management to grant that the whole organization's activities are conducted with respect of:

- SA8000 requirements;
- current national labour law and collective bargaining agreements;
- UN Declaration of Human Rights, conventions of the ILO, international human rights norms;
- union agreements and commitments signed with interested parties.

With respect to specific SA8000 standard requirements, Nucleco commits:

1. not to engaging in or supporting the use of child labour;
2. not to engaging in or supporting the use of forced or compulsory labour;
3. to providing a safe and healthy workplace environment;
4. to granting the right of employees to form, join and organize trade union(s) and to bargain collectively with the organization;
5. not to engaging in or supporting every type of discrimination;
6. to treating all personnel with dignity and respect;
7. to complying with applicable laws, collective bargaining agreements and industry standards on working hours, breaks and public holidays;
8. to paying employees in accordance with the contracts.

Through the engagement of Workers Representatives, the Management regularly conduct a review of its policy statement and grant implementation, monitoring and continuous improvement of Social Responsibility Management System, in compliance with legislative and organizational changes.

To improve the relationship with interested parties, Nucleco wishes that SA8000 criteria be endorsed, in addition to the organization itself, also by suppliers and subcontractors getting involved in operations.

Nucleco commits to transmitting and make available its policy of ethics at all company levels and towards interested parties, as well as to communicating its social performances by means of appropriate tools.

Rome, 15/07/2018

President

Alessandro Dodaro

Chief Executive Officer

Lamberto D'Andrea