



SOCIAL RESPONSIBILITY POLICY SA8000 STANDARD

The Management of Nucleco S.p.A., aware of the fundamental importance of human and relational capital in achieving business and sustainability objectives, integrates a Social Responsibility Management System in accordance with the SA8000 standard.

By undertaking to ensure that Nucleco's activities are carried out in compliance with the requirements of the SA8000 standard, of the national legislation in force, of the ILO and of UN Conventions on Human Rights and the voluntary commitments signed by the company, the Management ensures:

- not to engaging in or supporting the use of child labour;
- not to engaging in or supporting the use of forced or compulsory labour;
- to providing a safe and healthy workplace environment;
- to granting the right of employees to form, join and organize trade union(s) and to bargain collectively with the organization;
- not to engaging in or supporting every type of discrimination;
- to treating all personnel with dignity and respect;
- to complying with applicable laws, collective bargaining agreements and industry standards on working hours, breaks and public holidays;
- to paying employees in accordance with the contracts;
- to regularly review this Policy and ensure the continuous improvement of its Social Responsibility Management System.

Nucleco commits to ensure that the principles of SA8000 are also guaranteed towards the personnel of companies supplying products and services

In order to make his involvement substantial, the Management applies:

- to ensure respect for equal opportunities and women's access to management positions,
- to assess the risks related to any mismatches between paid salaries and living wage,
- increase synergy with the Occupational Health and Safety Management System to improve documents availability and control of regulatory compliance,
- to integrate the knowledge and responsibilities of each manager about human resources without distinction of level, on the subject of respect for Human Rights and Workers,
- to guarantee the protection of maternity and paternity, as well as disadvantaged people,
- to promote and to improve the conditions of safety and physical and mental well-being of their staff,
- to reinforce communication linked to Nucleco's expectations regarding respect for Human Rights by contractors and subcontractors and their workers,
- to support the right to make reports and complaints even anonymously, in order to improve the company's monitoring ability.

Aware of the commitment undertaken, Nucleco is committed to communicate with appropriate tools regarding its social performances.

Rome, 25/11/2022

Chairman of the Board

Nadia Cherubini

Chief Executive Officer

Agostino Riviaccio