

Social Ethical Responsibility Policy

The Elettrosud group has made social responsibility a priority strategic objective. It is firmly convinced that the correct and transparent management of its "human heritage" and the awareness of suppliers, employees and external collaborators, is central to the respect of ethical principles.

Our company aims to implement this policy by committing itself to:

- Do not use child labor or forced labor
- Respect current national legislation, international conventions and recommendations, including resolutions of international bodies
- Respect freedom of association and the right to collective bargaining
- Combat all forms of discrimination and unequal treatment (including recruitment, pay, access to training, career advancement) based on issues of race, nationality, religion, disability, gender, sexual preferences, membership in unions, political affiliation;
- Condemn all illegal conduct that may conflict with dignity or physical and/or moral integrity;
- Fully and impartially apply the national collective labor agreement to all employees,
- Ensure the protection of disadvantaged people
- Promote and improve the conditions of safety and physical and mental well-being of its collaborators with both preventive and corrective actions
- Involve suppliers in a commitment to social responsibility by complying with all the requirements of the Elettrosud Group's social responsibility policy;
- Develop and extend information and training processes to ensure an effective understanding of the policy
- The Management will never assume an attitude of tolerance towards corruption and the use of bribes, each employee will always and everywhere operate in a professional, loyal and honest way in all relationships and business activities.
- All employees must be careful not to be part of situations in which cooperation partners participate in extortion or corruption. If there is any reason to suspect that this is the case, the Management must be informed immediately

- All interested parties are required to report, verbally or in writing and in a non-anonymous form, any non-compliance and any request for violation of this policy. The authors of the reports are protected against possible retaliation for reporting incorrect behaviour, subject to legal obligations.

All company management is required to actively participate in using the utmost diligence and scrupulousness in following the prescriptions of the Social Responsibility System; this policy is made available by displaying it on the company noticeboards and disseminating it to all employees.

This policy is spread to all Group companies in Italian and Romanian.

Gragnano, 18/03/2020

Elettrosud Group
General Manager
Luigi Russo