

## Social Accountability Policy

Exprivia identifies as central and priority its commitment to social issues in accordance with the SA8000 Standard (Social Accountability).

The company's primary objective is to qualify in the field of Information and Communication Technology as an ethical, safe and reliable partner for all stakeholders.

Consistent with this vision, the Company:

- has adopted an Organization, Management and Control Model pursuant to Legislative Decree 231/2001 which testifies to the commitment to carry out its activities in compliance with the legislation in administrative liability of legal persons, as well as in compliance of the principles crystallized in the attached Code of Ethics (available on the website [www.exprivia.it](http://www.exprivia.it) ) with which it is ensured that the ethical values of the company are clearly defined and represent an essential point of reference for culture corporate;
- has adapted its processes in accordance with main standards of management systems, within the ICT sector.

SA8000 management system, of which this Policy is an expression, represents for Exprivia the general operational framework by virtue of which the organisation is able to ensure complete compliance of its activities in the field of Social Responsibility with reference to the Standard requirements.

The Top Management of Exprivia therefore declare its commitment to make the management system SA 8000 effective and operational and continuously improve its effectiveness.

Thereby Exprivia undertakes to adhere to and comply with its policies and procedures:

- to all the requirements of the reference standard SA8000;
- to the international standards and conventions and the Organization Conventions International Labor Organization (ILO) of reference referred to by the Standard;
- to applicable national laws, sector regulations, contractual conditions and any other requirement voluntarily signed and adopted.

Specific commitments to comply with SA8000 requirements are summarised as follows:

- not to encourage, employ or support the use of child labor;
- not to favor, employ or support forced labor;
- ensure adequate, safe and healthy workplaces and implement measures to prevent accidents, injuries, occupational diseases;
- respect the right of workers to join trade unions;
- not to engage in or support any kind of discrimination against personnel in under any conditions;
- not to use or support disciplinary practices or verbal abuse contrary to compliance with the dignity of persons;
- adapt and respect the working hours required by law, by national agreements and local and national collective agreements applied;
- remunerate employees in compliance with the provisions of the national collective bargaining agreement;
- implement a qualification and monitoring process for Suppliers that takes into account consideration, insofar as it falls within the Company's capabilities, also compliance to the requirements of SA8000;



- ensure adequate training on the SA8000 standard for all personnel.

Exprivia also undertakes:

- to assign adequate resources to the implementation and improvement of the management system SA8000;
- to disseminate the Social Responsibility Policy to the various stakeholders, through appropriate communication channels and information activities;
- to involve interested parties;
- not to implement any form of retaliation in the event of actions being reported or Company behavior that does not comply with the SA8000 standard.

Exprivia defines and maintains an internal and external communication plan to provide adequate and systematic information on the results of the management system for Social Accountability.

Exprivia also periodically checks the effectiveness of the Policy and the Management System of SA8000 through the Review of the System, during which they are evaluated all opportunities to improve company performance and set goals improvement.

Anyone can submit reports or complaints about issues on the social responsibility regarding Exprivia, to third party control bodies, at a specific IT application relating to management of the reports available on the Exprivia website (Corporate Social Responsibility > Whistleblowing; at the following addresses: <https://www.exprivia.it/it-tile-5843-whistleblowing/>), complaints in absolute anonymity.

In the event that the response received from Exprivia is not exhaustive, workers can submit comments, recommendations, reports or complaints, in anonymous or personal form, at the following e-mail address: [feedback.italia@dnv.com](mailto:feedback.italia@dnv.com).

In the event that the response received from DNV is not exhaustive, workers can submit comments, recommendations, reports or complaints, in anonymous or personal form, at the following e-mail address: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org).

Molfetta, 13/01/2023

Chairman & CEO  
Domenico Favuzzi