



# SOCIAL ACCOUNTABILITY POLICY

**SYNERGIE Italia SpA** has decided, through the structuring of a Management System, to help spread to its stakeholders the Enterprise's will of behave in an ethical and socially responsible manner.

In order to do this, it chosen using the international standard SA 8000.

**SYNERGIE Italia SpA** is therefore committed to the continuous observance of the requirements laid down in the standard and to the respect all documents set out in it.

The Enterprise also commits itself to the continuous observance of the national and local legislation in force concerning social and work ethical responsibility, of international conventions and recommendations, including resolutions of international organizations such as ILO - International Labor Organization and UN - United Nations.

In addition, the Enterprise considers it is necessary to pursue continuous improvement through concrete actions such as:

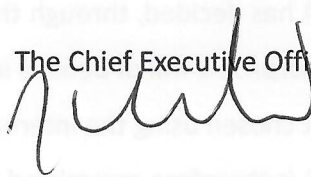
- constant monitoring of compliance with SA8000 requirements;
- careful and timely analysis and risk assessment to highlight critical areas with greater potential for non-compliance;
- pursuit of "Recruitment Policy" contents, that is the logical and necessary integration of this document;
- constant work for disseminating corporate social responsibility culture within **SYNERGIE Italia SpA** and among main Clients;
- careful participation of its suppliers, subcontractors and, where possible subcontractors, through targeted and continuous actions;
- concrete support to Bodies and Organizations working in the area in order to affirm ethical values with which the Enterprise could identify.

**SYNERGIE Italia SpA** offers the opportunity to submit complaints and suggestions by writing to [reclamo@synergie-italia.it](mailto:reclamo@synergie-italia.it). It is also possible to directly contact the CISE Certification Body (Certification Body chosen for Social Accountability System audits), whose contact details can be found on the website: <https://www.ciseonweb.it/> and SAI (Social Accountability International, based in New York, which is the body issuing the SA 8000 standard and accrediting companies through the SAAS Body), whose contact details can be found on the website: <https://sa-intl.org/>.

Everything that has been done is trusting that its internal and external stakeholders for whom this document is disseminated

Done at Torino, 16/06/2026

The Chief Executive Officer



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