	<p style="text-align: center;">ADHERENCE TO THE REQUIREMENTS OF SOCIAL RESPONSIBILITY (STANDARD SA 8000)</p>	<p><u>FINCANTIERI NEXTECH S.p.A. Group</u> REICOM S.r.l HMS IT S.p.A CSI S.r.l SEC S.r.l</p>
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Dear Supplier,

FINCANTIERI NEXTECH S.p.A. operates in compliance with the requirements of the SA 8000 standard, or what is known as "Corporate Social Responsibility".

This choice arose from a careful assessment of the economic, social and cultural context in which the Company operates and from the awareness of the value, impact and social repercussions of the activities and actions it carries out, actions that find their exemplification in the Social Report of FINCANTIERI NEXTECH.

In recent years, the organization has implemented and certified its quality, environment, health and safety, information security, anti-corruption management systems.

The adaptation to the requirements of the SA 8000 standard was therefore intended to be the completion of a process aimed at combining the Company's competitiveness with compliance with quality, environmental, occupational health and safety standards, and workers' rights.

The implementation of the SA 8000 standard coincides, for the Company with the commitment to respect the following key principles of social responsibility:

1. Do not use or support child labor;
2. Do not favor or support "forced and compulsory labor";
3. Ensure a safe and healthy workplace;
4. Respect the right of workers to join trade unions;
5. Do not engage in any kind of discrimination;
6. Do not use or support disciplinary practices, such as corporal punishment, physical or mental coercion, verbal abuse;
7. Adapt working hours to national and local laws and agreements;
8. Pay employees respecting the national collective bargaining agreement and the company supplementary agreement, where present.

Compliance with the above principles is realized through:

- The definition of a company policy consistent with these assumptions (see website www.fincantierinxt.it);
- The implementation of a management system aimed at promoting the development of a collaborative business climate;
- The timely management of employee complaints and reports also through the identification of their representatives;
- Monitoring of social benefits to ensure constant improvement;
- Monitoring of suppliers, in particular of those deemed most critical, and of their subcontractors.

To encourage the sharing of these principles, the Company undertakes to collaborate with suppliers and partners so that they too, in full compliance with the spirit of the SA 8000 standard, adopt the same operational logic summarized in the definition of "Social Responsibility".


Certain of the sensitivity of this company to these principles and in order to recognize it as a partner adhering to the same values, we ask, **with the acceptance of our purchase orders, the implicit adherence to the principles indicated in the following documents:**

1. Letter of adherence to the requirements of the SA 8000 standard;
2. Information questionnaire regarding the requirements of the SA 8000 standard.

In case of need or for any request for clarification, do not hesitate to contact FINCANTIERI NEXTECH S.p.A. during office hours. at the telephone number 0187.980965

Best regards.

Company Fincantieri Nextech

	DOCUMENT CLASSIFICATION	PUBLIC
	ADHERENCE TO THE REQUIREMENTS OF SOCIAL RESPONSIBILITY (STANDARD SA 8000)	Rev.01 del 20.10.2020

ATTACHMENT: Letter of adhesion to the principles of Social Responsibility (SA 8000).

With reference to your application for adherence to compliance with the requirements of SA 8000, the legal representative of the company declares to share the importance of developing a socially responsible work environment and to foster the professional growth of all employees, in compliance with national laws and supranational and human rights.

For this purpose, the Company undertakes to respect and enforce, within its work environment and along the entire supply chain, the laws in force governing the following requirements of the SA 8000 standard:

1. Do not use or support the use of child labor (up to 15 years) and allow child labor (from 15 to 18 years) only after verification of the fulfillment of school obligations;
2. Do not encourage or support "forced and compulsory labor" by means of coercion or even psychological threats;
3. Guarantee a safe and healthy workplace, preventing accidents at work and occupational diseases;
4. Respect the right of workers to join trade unions and collective bargaining;
5. Do not make any kind of discrimination based on race, sex, religion, etc.;
6. Do not use or support disciplinary practices, such as corporal punishment, physical or mental coercion, verbal abuse;
7. Respect the ordinary and overtime working hours required by national and local laws and agreements;
8. Pay employees respecting the national collective bargaining agreement and the supplementary company agreement.

The undersigned company, after adequate planning, declares its willingness to receive a visit from FINCANTIERI NEXTECH representatives at its work environment to ascertain the degree of compliance with the requirements of the aforementioned standard and to respond to requests for information / clarifications also made later.