

CORPORATE SOCIAL RESPONSIBILITY POLICY

CONART adopt a Corporate Social Responsibility management system to orient the business towards sustainable growth. In the growing competitiveness and complexity of the Public Works sector, a change of perspective is necessary that allows us to highlight and strengthen the social values and ethical principles on which work is based. This work is not only useful, but necessary to build, maintain and renovate the common heritage of Public Works.

CONART wants to demonstrate its commitment to being a socially and ethically responsible company towards all interlocutors: from internal staff to the consortium companies with their structures, from partners to subcontractors, from contracting bodies to citizens as users, from Supervisory bodies at the institutions.

Through respect for all Stakeholders in our production process we can achieve our goal of sustainable growth. Respect for people and their work, respect for their particularities and their diversity, respect for users, helps us in respecting the rights and rules that protect everyone.

To this end, CONART draws up, signs and makes it usable this Corporate Social Responsibility Policy document in the forms deemed most effective.

Through this Policy CONART declares and expresses its desire to adapt to the SA8000® Standard requirements and to respect the following international instruments and their correct interpretations:

- ILO Conventions (1, 29, 87, 98, 100, 102, 105, 111, 131, 135, 138, 155, 159, 177, 181, 182, 183)
- ILO recommendations (116, 146, 164)
- ILO code of conduct on HIV and the world of work
- Universal Declaration on Human Rights
- International pacts on economic, social and cultural rights and on civil and political rights
- UN conventions on rights of child, on the elimination of discrimination against women and racial discrimination
- UN Guiding Principles on Business and Human Rights

CONART, therefore, can and must pursue socially correct and responsible behaviour according to the principles contained in the UN Declaration of Human Rights, in the ILO Conventions and Recommendations mentioned above, with reference to the protection of the rights of the weakest sections of society.

For this reason, CONART undertakes not to use or support child labour, forced and compulsory labour and not to implement discrimination or corporal punishment, physical or mental coercion or verbal abuse towards its workers.

CONART also declares that it respects all national labour law regulations, that it fully and correctly applies the sector's national collective labour agreement and that it does not hinder any trade union initiatives that may be advanced by its employees, encouraging the expression of the worker's different points of view as a fundamental contribution to problem solving. In this sense, the Management will allow and promote teamwork, so that it increases the individual's confidence in their role and the sense of responsibility in pursuing a corporate result.

CONART has never appealed and repudiates child labour. It does not adopt behaviours that may force its employees to work, including overtime. Repudiates any form of mobbing.

CONART, in compliance with the mandatory legislation on health and safety in the workplace (Decree n. 81/2008), adopts all the necessary tools to ensure a healthy and safe working environment for its employees, recalling the commitment expressed in the Occupational Health and Safety Policy document at the foundation of the management system compliant with the ISO 45001 Standard.

CONART promotes equal opportunities and combats discrimination of any kind, avoiding differential treatment towards people of different races, social classes, national origins, castes, births, religions, disabilities, sex, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other condition that could lead to discrimination.

CONART does not intend to encourage human trafficking in any way and repudiates any form of labour exploitation, including so-called construction site gangmastering.

CONART, finally, undertakes to:

- maintain social responsibility requirements over time and adapt to any new requirements that may be required.
- guarantee periodic monitoring and continuous improvement of the system by defining specific improvement objectives and verifying their achievement through a panel of indicators, through the establishment and decisions of Social Performance Team.
- ensure adequate training and information on ethics and social responsibility for all employees.

- raise awareness among Stakeholders of the social responsibility principles in accordance with the SA8000® Standard.
- carry out internal and external audits aimed at ensuring compliance with system requirements.
- adopt all necessary corrective and preventive actions.
- document and communicate to Stakeholders the commitment to corporate social responsibility also through the drafting of the Social Report.

The commitment is also requested of its suppliers, towards whom CONART reiterates its will and conviction to make usable the social responsibility principles to the entire supply chain.

CONART undertakes, towards all Stakeholders, starting from its suppliers, to promote investments in corporate social responsibility, strong in the awareness that it represents the way to be taken towards ethical and sustainable growth and development, in compliance with the principles adopted by our organization in the Sustainable Procurement Policy document, compliant with the ISO 20400 Standard.

Artena 30/06/2023

Top Management