

INTEGRATED MANAGEMENT SYSTEM

POLICY FOR CORPORATE SOCIAL RESPONSIBILITY

Revision	Date	Description
0	2022/2023	Fourth Edition – Issue of a new system updated in accordance with the standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 27001:2013 ISO 20000-1:2011

<i>Produced by</i>	<i>ESG & Sustainability</i>	<i>Signature CEO for approval</i>	<i>Date</i>
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Policy for Corporate Social Responsibility

MGI-14

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1 POLICY FOR CORPORATE SOCIAL RESPONSIBILITY

The Innovery Group, which includes Innovery S.p.A, Innovery Espana Slu, Innovery, Latin America, IMOI S.r.l., Open Source and Security Services S.L. (Open3S S.L.) , pursues and upholds respect for internationally affirmed human rights and considers the protection of the integrity, health, rights and welfare of its employees, and the environment as primary and fundamental elements in the exercise and development of its activities.

2 GROUP COMMITMENTS

To these ends, the Group is committed to:

- govern its activities regarding health, safety and rights at work, environment, in accordance with the most qualified international standards;
- communicate and disseminate information regarding health, safety and rights at work, environment, to internal and external "stakeholders" by dialoguing with them and actively cooperating nationally and internationally with institutional and academic bodies;
- Promote the use of the most advanced technologies to achieve excellence in worker health protection, occupational safety and environmental protection;
- evaluate and reduce the environmental impact of its services;
- responsibly use resources with the aim of achieving sustainable development that respects the environment and the rights of future generations;
- not use or support the use of child labor and forced labor;
- Ensure equal opportunity and freedom of association, promoting the development of each individual;
- oppose the use of corporal punishment, mental or physical coercion, verbal abuse;
- comply with laws and industry standards (with reference to National Contracts) regarding working hours and ensure that wages are sufficient to meet the basic needs of staff;
- Comply with European Regulation No. 679/2016 (GDPR) on data protection;
- establish and maintain the necessary procedures to evaluate and select suppliers and subcontractors based on their level of social and environmental responsibility;
- not tolerate corruption in any form or manner, in any jurisdiction, even where such activities were in practice permitted, tolerated, or not judicially prosecuted;
- involve all levels of the organization and all Group employees by ensuring that responsibilities and operating procedures are precisely defined, appropriately communicated and clearly understood;
- respect and enforce the contents of the Code of Ethics approved by Management and forming part of the company's Integrated Management System prepared in accordance with the standards: ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 20000-1.

3 DISSEMINATION OF THE POLICY

This policy is disseminated to all employees by Company Intranet and made public by posting on web site www.innovery.net
