

INTEGRATED MANAGEMENT SYSTEM

POLICY FOR CORPORATE SOCIAL RESPONSIBILITY

| Revision | Date | Description |
|----------|-------------------|--|
| 0 | 2022/23/24 | 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 |
| rev.1 | 20 dec 2022 | Updated Company |
| rev.2 | 20 august 2023 | Updated Company |
| rev.3 | 20 febbraio 2024 | Updated Company |
| rev.4 | 20 Settembre 2024 | Updated Company |

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| <i>Produced by</i> | <i>ESG & Sustainability</i> | <i>Signature CEO for approval</i> | <i>Date</i> |
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| <i>Classification</i> | PUBLIC | | SIGNATURE INNOVERY SPA Centro Direzionale Milanofori Strada Quattro Palazzina A6 - I piano 20057 Assago (MI) Partita IVA 02556430987 |

Policy for Corporate Social Responsibility

MGI-14

SUMMARY

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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 S.A., Innovery USA, 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 with regard to health, safety and rights at work, environment, in compliance with the most qualified international standards;
- communicate and disseminate information on health, safety and rights at work, and the environment, to internal and external stakeholders, dialoguing with them and actively collaborating at a national and international level 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;
- assess and reduce the environmental impact of its services
- use resources responsibly with the aim of achieving sustainable development that respects the environment and the rights of future generations
- neither use nor support the use of child labour and forced labour;
- ensure equal opportunities 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) on working hours and ensure that wages are sufficient to meet staff's basic needs;
- respect and enforce the Code of Ethics and Conduct;
- ensure equal opportunities and equality at work by contributing to the fight against all forms of discrimination in the workplace - gender, age, disability, ethnicity, religious faith, sexual orientation and other forms that may arise over time - while committing to valuing diversity within the company organisation
- commit to adopting an inclusive work environment that respects gender diversity by recognising the value of diversity and believing that a fairly represented workforce, including women and other gender minorities, is critical to the company's success
- complying with the European Data Protection Regulation No. 679/2016 (GDPR);
- 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 are in practice permitted, tolerated or not prosecuted
- involve all levels of the organisation 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

