



Corporate social accountability Policy

Arcipelago Scpa practices socially correct and responsible behavior in accordance with the principles contained in the UN Declaration of Human Rights and the ILO Conventions and Recommendations, with particular reference to the protection of the rights of vulnerable groups in society. Our utmost commitment is to not use or support child labor, forced or compulsory labor, and to not engage in discrimination, corporal punishment, physical or mental coercion, or verbal abuse towards our workers.

This commitment, as specified in SA 8000 (2014 edition), is also required of our suppliers and business partners.

We believe it is essential to comply with all applicable laws and promote maximum transparency in all matters relating to employment relationships.

Management is committed, in accordance with the SA 8000 international standard, to implementing a management system capable of demonstrating compliance with the requirements of SA 8000 and the principles defined in the aforementioned documentation, ensuring continuous improvement, and, in particular, ensuring supplier monitoring, internal staff training, and the development of any corrective actions.

Management demonstrates its commitment to workers by:

- Encouraging the expression of diverse employee/worker perspectives as a fundamental contribution to problem-solving. In this regard, Management will enable and promote teamwork, so that it increases individual confidence in their role and sense of responsibility in pursuing business results.
- Employing resources based on their aptitudes and work skills, avoiding any form of discrimination. Management guarantees equal opportunities beyond applicable laws, avoiding differential treatment of individuals based on race, social class, national origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could lead to discrimination.
- Providing employees with a safe and healthy work environment that, to the extent permitted by the organization and circumstances, is pleasant and peaceful. Workplaces are adequate and will be improved over time; control and protection measures against hazardous materials or situations are implemented in accordance with applicable laws, pursuing the most rigorous and worker-friendly solution.
- Making a willingness to collaborate and be open are the foundation of our employee relationships, with the aim of involving all staff in problem-solving to optimize the organization's results.
- Guaranteeing freedom of association and expression for all workers, while respecting individual dignity, and ensuring full compliance with applicable laws and the National Collective Bargaining Agreement.

Suppliers and business partner policy:






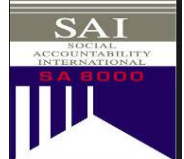
- We reiterate our commitment and belief in qualifying all suppliers in line with the principles of SA 8000.
- We encourage, to the extent permitted by our commercial weight, suppliers to promote and invest in this direction, sharing with them our belief that this is the right path to follow.

Complaints

Complaints you intend to submit to Arcipelago Scpa, as well as simple reports or suggestions regarding Social Responsibility requirements, may be anonymous and can be sent to the Company for the attention of



both the Social Management System Manager and the Workers' Representative for SA 8000 using the following methods:

	IN WRITING: Complaint forms are available at the various sites. Once completed, these forms should be placed in the boxes (marked "SA8000 Complaints") available at the offices in Trofarello (TO), Trento (TN), Bovolenta (PD), and Carinaro (CE).
	BY MAIL: Communications can be sent to the following addresses: <ul style="list-style-type: none"> - Arcipelago Scpa, Via Cuneo, 3 – 10028 Trofarello (TO) Italy – indicating on the envelope "For the attention of the Social Accountability System Manager"; - Arcipelago Scpa, Via Stella, 11A – 38123 Trento (TN) Italy – indicating on the envelope "For the attention of the RLS SA8000";
	EMAIL: Email communications must be sent to spt@arcipelagoscpa.com , addressed to the Social Accountability System Manager or the SA8000 Worker Representative.
	VERBAL COMMUNICATIONS: In the case of verbal reports (including telephone reports), the Social Accountability System Manager and the SA8000 Worker Representative are required to maintain the anonymity, if requested, of the worker from whom the communication is received.
	DIRECT REPORTING TO THE CERTIFICATION BODY: Reports can be made directly to the certification body that certifies Arcipelago Scpa, by emailing the certification body at reclamisa8000@sicert.net
	DIRECT REPORTING TO THE INTERNATIONAL BODY SAAS (Social Accountability International Service) by emailing saas@saasaccreditation.org

We are committed to treating every report received with confidentiality, discretion, and without any form of retaliation.

This policy, reviewed annually to ensure its up-to-dateness and applicability, is published on the company website and is freely downloadable.

Trento (TN) 23.06.2025

MANAGEMENT

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