

## COMPANY POLICY

### QUALITY – SAFETY – ENVIRONMENT – ENERGY – SOCIAL ACCOUNTABILITY – ANTICORRUPTION

The Roda SpA management, aware of the evolutions of the standards in the field of management systems and of the requests that come from Clients, alongside with the consideration that the environmental context cannot no longer be understood as a mere passive reception space but rather as an asset to be enhanced and protected with the work to be carried out in the context in which it is inserted, it has decided to propose and carry out a competitive model based on the highest quality and efficiency by implementing a **management system** in compliance with UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, ISO 45001:2018, UNI CEI EN ISO 50001:2011, SA8000:2014 and UNI ISO 37001:2016 to ensure continuous **compliance** and **quality** of its work with clients compliance, applicable legislation and industry reference standards, all with the utmost attention to the **environment protection, health, safety** and workers' **rights**, allowing a constant positive development of the company in the full belief that the **fight against corruption** is a prerequisite for every business initiative to operate in a fair and transparent market.

The framework to establish aims is:

- its Clients' **satisfaction** and the quality of the services provided in the realizations of the works;
- the strict **respect of the obligations in compliance with legislative and voluntary obligations**;
- the **diligence and precision** in the management and implementation of the contracts acquired;
- a **firm and absolutely prohibitive approach** to all forms of corruption
- Suppliers and Subcontractors' constant **suitability** regarding technical, professional, quality, environment, energy, safety, social accountability aspects, and in the absence of any kind of corruptive involvement;
- Prevent injuries, accidents and work-related illnesses through a reasonable risk assessment and control and continuous **training and information** activity;
- Ensure **healthy and safe** work environments;
- Respect of the **principle of equal opportunities and rejection of any form of non-positive discrimination**;
- **Protection** of the physical and moral integrity of all employees and collaborators;
- **Responsibility** toward the community in the conduct of activities, respecting the environment, local communities and current regulations.
- Promotion of a systematic and constant reduction in **energy consumption**;
- **Maximum involvement of suppliers and employees** who participate and are aware of the company policy;
- **Minimization** of waste production by optimizing recycling and recovery and their proper management.
- **Effective and efficient management of the fleet of vehicles and equipment**, in order to minimize their consumption.
- Environment **protection**, pollution **prevention**, resources **conservation**;
- Continuous improvement of the management system;
- Full compliance with employment contracts for all personnel;
- Rejection of any discrimination based on race, sex, language, religion, etc.
- Attention and monitoring to ensure that the criteria of the SA8000® standard are implemented in the supply chain;
- Commitment to: enhance the **transparency** of the activity and of the organization, increase the ability to discover cases of corruption by **ensuring anonymity** and the protection of employee who makes any reports.

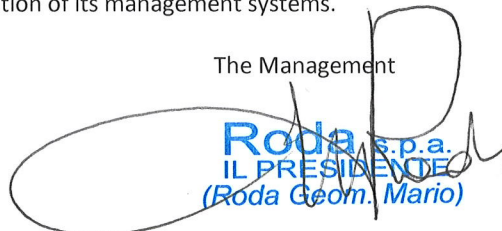
The company Roda SpA has always been based on principles of **fairness, protection, transparency and confidentiality**, as well as respect of human dignity and of the environment in which it operates. The high expertise of all actors involved is inspired by the conviction that every activity, although sometimes subject to criticism by public opinion and the media, is carried out **in favor of the community**. All the personnel, starting from the Management, is engaged to optimize communication with all interested parties in order to promote a fruitful integration of the company in the social context and the **continuation of constructive relationships**.

**Employees training and awareness** represents an imperative principle for our company, which aims to provide the necessary training and education so that its workers can operate safely, in compliance with environmental regulations and according to the technical specifications established to ensure the best possible level of quality.

Moreover, through monitoring and analysis of the satisfaction of the stakeholders and the system, through the achievement of corporate objectives, through the awareness of its suppliers, through the use of teamwork, the company Roda SpA believes it can offer highly qualified and competitive services; it also believes it can play a leading role in the construction of power lines in compliance with rules, laws and regulations, contributing to environmental welfare and the pursuit of sustainable development in the areas where the company operates.

The Management makes every effort to ensure that the Company Policy expressed herein is shared and effectively implemented, undertaking to periodically review it through the verification of its management systems.

The Management

A large, stylized handwritten signature in blue ink, which appears to be 'M. Roda', is written over a blue circular stamp. The stamp contains the text 'Roda S.p.A. IL PRESIDENTE (Roda Geom. Mario)' in blue capital letters.