



Torino, 15/04/2026

SOCIAL RESPONSIBILITY POLICY IN ACCORDANCE WITH THE SA8000 STANDARD

Ai Engineering Srl (hereinafter also referred to as the “Company”), mindful of its economic and social role and of the responsibilities arising from the conduct of its business, recognises the central value of the individual and of work as fundamental elements for sustainable, ethical and lasting development.

The Company believes that respect for human rights, decent working conditions and compliance with the law are essential prerequisites for the organisation’s growth, the well-being of its workers and the trust of its stakeholders. This forms part of the broader commitment to the quality of the services provided, the safety of workers and respect for the environment.

This Policy complements the Company’s Code of Ethics, which is available on the company website.

In this context, Ai Engineering Srl has decided to adopt and maintain a Social Responsibility Management System compliant with the SA8000:2014 Standard (hereinafter also referred to as the “Standard”), committing itself to applying its requirements systematically and to improving them over time.

This Policy is consistent with:

- the Company’s Code of Ethics;
- the Universal Declaration of Human Rights;
- the Conventions of the International Labour Organisation (ILO);
- current national and international legislation on labour, health and safety, and human rights.

It serves as a guideline for all business decisions that have an impact on people and working conditions.

Scope of application

The Social Responsibility Policy applies to all staff at Ai Engineering Srl, regardless of their contractual status, as well as, where relevant, to external contractors, suppliers and subcontractors involved in the Company’s value chain.



The Company's Commitments in accordance with the SA8000 Standard

Ai Engineering Srl is committed to operating in compliance with the nine core requirements of the SA8000 Standard, relating to:

- Child labour
- Forced or compulsory labour
- Occupational health and safety
- Freedom of association and the right to collective bargaining
- Discrimination
- Disciplinary practices
- Working hours
- Remuneration
- SA8000 management system

In particular, the Company undertakes to:

- condemn all forms of child labour and not to employ, or directly or indirectly support, the employment of persons under the age of 18, by implementing age verification procedures during the staff selection and recruitment process.
- reject and combat any form of forced, compulsory or coerced labour, ensuring that the employment relationship is based on free will and that workers may terminate it in accordance with contractual and legal provisions.
- to ensure a safe and healthy working environment through risk assessment, the adoption of preventive and protective measures, the training and information of workers, and the continuous monitoring of health and safety conditions.
- respect workers' right to freely form and join trade unions and to participate in collective bargaining, without suffering discrimination, reprisals or pressure.
- refrain from adopting or supporting any form of discrimination, whether direct or indirect, at all stages of the employment relationship (recruitment, remuneration, training, career progression, termination), whilst promoting equal opportunities and valuing diversity.
- to guarantee respect for the dignity and physical and psychological integrity of all staff, prohibiting any form of abuse, coercion, harassment or degrading treatment.
- comply with legal provisions, applicable collective agreements and industry standards regarding working hours, overtime, weekly rest periods and annual leave.
- guarantee fair and decent pay, in line with contractual minimums and current legislation, ensuring that wages enable workers to meet their own and their families' basic needs.
- establish, maintain and improve an effective management system for social responsibility, defining roles, responsibilities, control procedures, objectives and actions for continuous improvement.



These commitments are undertaken in a manner that complements and integrates with existing provisions within the management systems already in place (ISO 45001). The Social Performance Team also works in conjunction with those responsible for worker safety (Health and Safety Manager, Occupational Health Physician, Workers' Safety Representative).

Supply chain

Ai Engineering Srl recognises the importance of extending the principles of social responsibility throughout its supply chain, in the knowledge that respect for human rights and labour rights is a key factor in sustainability and reputation.

The Company therefore undertakes to:

- inform suppliers and subcontractors of the principles of the SA8000 Standard;
- encourage the adoption of ethical and responsible behaviour;
- assess, as far as possible, compliance with social requirements by its business partners.

All suppliers are required to complete and keep an assessment questionnaire up to date.

Specific clauses relating to compliance with the Company's Code of Ethics are included in suppliers' contracts, and suppliers undertake to comply with them.

Reporting, continuous improvement and review

Ai Engineering Srl is committed to identifying, assessing and periodically reviewing risks and opportunities in the area of social responsibility, allocating adequate resources to the implementation and improvement of this Policy.

We guarantee that there will be no form of discrimination or retaliation against employees or other stakeholders who submit reports, complaints or comments regarding working conditions or possible non-compliance with the SA8000 Standard.

For any reports, staff may contact members of the Social Performance Team (SPT), who are committed to acting in a manner that respects colleagues' privacy. In addition, a box is available for submitting complaints or reports anonymously.