exena.

# Social Responsibility Policy

To enhance the effectiveness and efficiency of its Corporate Quality System within the context of Corporate Social Responsibility, and to ensure continuity and integration with the other management systems already in place (Quality and Environment), Exena has introduced a Management System in accordance with the requirements set out in the SA8000 standard.
Exena's management is committed to ensuring that all the organisation's activities are carried out in compliance with:

- the requirements of the SA8000 standard
- the national laws in force and applicable to its sector of activity
- the provisions contained in the ILO (International Labour Organisation) conventions and the standards established by the UN regarding Social Responsibility.

With the aim to improve its relationships with all the company's stakeholders, Exena wishes to ensure that the principles of the standard are understood not only by the company itself, but also by all suppliers and subcontractors involved in the services provided.
The objectives of this commitment are to:

- Build greater trust amongst users and social organisations by demonstrating compliance with ethical and social principles
- Improve relations with institutions by facilitating dealings with the bodies responsible for monitoring specific compliance requirements (social security, welfare, health and safety);
- Improve the working environment through greater employee involvement in achieving the objectives of improving working conditions
- Treat its suppliers as partners, not only in the provision of goods and services but also with regard to the adoption of ethical conduct.

To this end, Exena guarantees compliance with the following requirements:

- Child labour: not to use or facilitate the use of child labour, and to implement any necessary remedial measures.
- Compulsory labour: not to use or facilitate the use of compulsory or forced labour.
- Health and safety: to ensure a safe and healthy workplace for all employees.
- Freedom of association: to respect workers' right to join and form trade unions.
- Discrimination: not to discriminate on any grounds.
- Disciplinary practices: not to permit the use of physical punishment, physical and/or mental coercion, or verbal and physical abuse.
- Working hours: to work in compliance with the law, the applicable national collective agreement and any internal agreements entered into.



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- Remuneration: to ensure that staff are paid a wage commensurate with their skills.

Exena's management is committed to establishing and defining new, measurable and quantifiable objectives for Social Responsibility, with a view to the continuous improvement of the System's performance and the consistent fulfilment of the standard's requirements.
With these objectives in mind, Exena promotes the implementation of the System through communication, training and awareness-raising activities on Social Responsibility issues, and involves all staff and other stakeholders in the design and implementation of proposals for improvement.
The scope of these objectives requires the full support of the Management, but also the involvement and active collaboration of all stakeholders to ensure that these principles are effectively upheld.
Exena also ensures the utmost willingness to meet the expectations and needs of its staff and to engage in open and constructive dialogue.

Complaints regarding the management of social responsibility may be submitted by emailing SA8000@exena.it.

The complaints handling procedure is available on the website www.exena.com.

This Policy is available to all stakeholders.

Civitanova Marche, 24/07/2026

Alfio Cicchinè
Managing Director






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