

SA8000 SOCIAL RESPONSIBILITY POLICY

07-2024



In line with the Code of Ethics and our company policies, Alstom Ferroviaria S.p.A. is committed to guaranteeing human and labour rights in order to value and protect all personnel, sharing these principles with its suppliers. Alstom Ferroviaria S.p.A. has chosen to adopt the SA8000 standard as a tool for continuous improvement, committing to compliance obligations (legal and contractual) in the field of social responsibility

COMMITMENT

Alstom Ferroviaria S.p.A. adopts an operational plan to ensure full and sustainable social performance with a view to continuous improvement through the joint participation of workers and management and with the involvement of all stakeholders.

To this end, the Social Performance Team was established to support internal progress in the area of Social Responsibility.

For effective staff involvement, Alstom Ferroviaria S.p.A. provides ad hoc methods and channels of communication and specific training on SA8000 topics.

Michele VIALE

Managing Director of
Alstom Ferroviaria S.p.A.

STRATEGY FOR THE SOCIAL RESPONSIBILITY OF ALSTOM FERROVIARIA S.p.A.

- **Guaranteeing the absence of child labour:** Alstom Ferroviaria S.p.A. does not use child labour and disseminates this to its suppliers.
- **Guaranteeing the absence of forced and compulsory labour:** Alstom Ferroviaria S.p.A. regulates relations with personnel exclusively by means of the legislation in force, and is committed to transparency with its employees with regard to all aspects of the management of the employment relationship.
- **Ensuring a safe and healthy working environment:** Alstom Ferroviaria S.p.A. strives to maintain a safe, healthy and comfortable working environment. It provides all personnel with periodic training on environmental, health and safety issues, in compliance with mandatory regulations and the EHS policies in force in the company.
- **Allowing freedom of association and the right to collective bargaining:** Alstom Ferroviaria S.p.A. guarantees the possibility of its employees' membership in trade unions, with workers choosing for themselves whether and which trade union to join.
- **Not tolerating any form of discrimination or abuse:** Alstom Ferroviaria S.p.A. attaches great value to Diversity, Equity and Inclusion, believes in the enhancement of individual talents and uniqueness to enable the expression of each individual's potential and to create a welcoming, respectful, rich, innovative professional environment. For this reason, it guarantees the right of people to express their identity related to ethnic group, nationality, religion, disability, gender identity, sexual orientation, age, union membership or political affiliation. It recruits personnel by following processes that guarantee fair selection criteria based on a comparison between the needs of the company and the potential of people.
- **Ensuring compliance with disciplinary regulations:** Alstom Ferroviaria S.p.A. only admits disciplinary practices provided for by Italian law. They are consequent to behaviour of gross negligence or wilful misconduct. In interpersonal relations, particularly in hierarchical relations, attitudes of prevarication are not allowed. In general, relations between workers based on mutual respect are encouraged.
- **Ensuring compliance with agreed working hours as provided for by current legislation:** with regard to working hours, rest periods, holidays and overtime, Alstom Ferroviaria S.p.A. applies the provisions by the Collective Labour Agreement.
- **Guaranteeing staff fair remuneration in compliance with current legal standards:** Alstom Ferroviaria S.p.A. assigns each employee, at the time of hiring, the qualification according to the provisions of the applicable Collective Labour Agreement. It works to ensure that pay is punctually and correctly paid; it also ensures that pay slips are clear and provides the necessary support for their correct interpretation.

Below are the references of the Body that developed the Reference Standard, the Accreditation Body and the Certification Body, respectively:

Social Accountability International (SAI): 15 West 44th Street | New York, NY 10036 tel: (212) 684-1414 | fax: (212) 684-1515 e-mail: info@sa-intl.org

Social Accountability Accreditation Service (SAAS): 15 West 44th Street | New York, NY 10036 tel: (212) 391-2106 | fax: (212) 684-1515 e-mail: saas@saasaccreditation.org

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This document is periodically updated and shared with the organisation's internal stakeholders