

SOCIAL RESPONSIBILITY POLICY (SA8000)

The Management of City Green Light S.p.A. has decided to adopt an SA8000 Management System, in compliance with the standard and applicable legislation, by defining and implementing a social responsibility policy that serves as a source of pride and trust for the men and women working within the company, making them key players in achieving results through their competence, involvement, and passion.

The decision to guarantee compliance with SA8000 requirements is intended to clearly demonstrate that the Management's commitment to the care and protection of people is equally dedicated to all employees.

City Green Light S.p.A., in line with its corporate values, considers the following as priorities:

- Improving the quality of life of its employees and the community in which it operates, in accordance with the concept of sustainable development, taking into account the social, environmental, and economic impacts of its activities in the definition and implementation of its strategy;
- Complying with national and international labor protection laws, the relevant collective labor agreements, and the principles of its Code of Ethics;
- Ensuring its commitment to social responsibility through the application and dissemination of the principles and contents of the SA8000 standard, as well as improving working conditions for employees;
- Constantly promoting engagement, motivation, and professional development for all personnel through training, information, and awareness initiatives;
- Establishing a communication and dialogue system with all company stakeholders concerned with SA8000 standard topics, in order to explain the policy and procedures, understand legitimate expectations, and ensure their fulfillment;
- Publicizing its commitments and achievements through the annual Sustainability Report;
- Selecting and evaluating its suppliers based on their commitment to complying with SA8000 requirements.

Management's Direct Commitment

The Management is directly committed to establishing, implementing, maintaining, and continuously improving all necessary provisions regarding social responsibility within its structure to ensure constant compliance with SA8000 requirements and the applicable legislation.

Furthermore, the Management is directly committed to the development, application, support, and continuous improvement of the social responsibility system, ensuring compliance with all national laws, ILO conventions, and recommendations concerning labor rights and worker health and safety protection.

This commitment translates into the following operational actions:

1. Child labor – The use or support of child labor is strictly prohibited.
2. Forced or compulsory labor – The company does not permit or support the use of forced or compulsory labor.
3. Health and safety for workers – Ensuring a healthy and safe workplace, both within company facilities and on construction sites, by implementing measures to prevent accidents and health hazards; ensuring that all personnel, including new hires, receive regular and documented health and safety training; and establishing systems to identify, prevent, and address potential health and safety risks.
4. Freedom of association and collective bargaining rights – Respecting workers' rights to join and form unions of their choice and to engage in collective bargaining; ensuring that union representatives are not discriminated against in the workplace and can freely communicate with their members.
5. Non-discrimination – The company does not engage in or tolerate discrimination based on race, class, national/territorial origin, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could result in discrimination. Employees must be treated with dignity and respect and must not be subjected to physical, sexual, psychological, or verbal harassment or abuse.
6. Disciplinary practices – Corporal punishment, mental or physical coercion, and verbal abuse of personnel are

City Green Light S.p.A.

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strictly prohibited.

7. Working hours and remuneration – Working hours must comply with legal provisions and industry standards. Legal minimum wages must be guaranteed. Salaries must meet basic needs, payslips must be detailed and delivered regularly, and wages must be provided in the most convenient manner for employees in accordance with legal requirements.
8. Encouraging stakeholders to report any complaints regarding non-compliance with SA8000 standards and policies.
9. Adopting and maintaining an SA8000-compliant management system to ensure ongoing compliance and continuous improvement.

Annual Objectives and Supplier Collaboration

The Management is committed to defining an annual plan of measurable objectives, making it a fundamental tool for corporate management, which is revised whenever circumstances change.

City Green Light S.p.A. intends to collaborate with its suppliers to implement a Social Policy that, through technical assistance and increased awareness, leads to improved working conditions for employees.

The Management is responsible for documenting the policy and ensuring its implementation, understanding, maintenance, and communication both internally and externally. It must be accessible to all personnel (including translations into the languages spoken by foreign workers), regardless of their contractual relationship with the company.

This policy is reviewed as needed during Management Review meetings and is made available to stakeholders, including publication on the company website.

Reporting Non-Compliance with SA8000 Standards

City Green Light S.p.A. informs that any concerns or violations related to SA8000 compliance can be reported using one of the following methods:

By mail to:

CITY GREEN LIGHT S.R.L.

Attention: SA8000 Management System Officer

Via Zampieri, 15, 36100 Vicenza, Italy

By email to the dedicated address:

segnalazioniSA8000@citygreenlight.com

Online: By filling out the anonymous or named report form on the company website, at the section "SA8000 Reports" (www.citygreenlight.com).

If necessary, reports may also be sent to the following external organizations:

DNV BUSINESS ASSURANCE S.r.l.

Email: feedback.Italia@dnv.com

Address: Via Energy Park, 14 - 20871 Vimercate (MB), Italy

SAAS (Social Accountability Accreditation Services)

Email: saas@saasaccreditation.org

Address: 220 East 23rd Street, Suite 605, New York, NY 100410, USA

Vicenza, 22/01/2026

General Management

A handwritten signature in black ink, appearing to read "Alessandro Casetta". The signature is fluid and cursive, written over a white background.