

	<b>SA 8000 Social Accountability Management System</b>	21 Ottobre 2025 Rev. 02
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## CORPORATE POLICY ON SOCIAL RESPONSIBILITY

The decision by ICOM S.r.l. Management to implement and certify a Social Responsibility Management System in accordance with the international SA 8000 standard arises from the awareness that every company is part of and an expression of its territory, its capabilities, its competencies, and its individual social culture. As such, the company must be accountable for the way in which value is created for the business, its employees, and the territory in which it operates.

We aim to ensure that, at every stage of our operational activities, we act in compliance with the principles of respect for the individual and their fundamental rights, as set out in the Universal Declaration of Human Rights, as well as in other national and international laws and regulations concerning human and labor rights, as specified in the relevant section of the SA 8000 standard.

As ICOM, we intend to commit ourselves to ensuring that our business activities comply with all the requirements of SA 8000 and, in particular, with those related to:

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

Through our Social Responsibility Management System, we intend to proactively address the identification of potential risks within our work processes and to ensure continuous monitoring of the effective implementation of SA 8000 requirements.

Aware of the importance of maintaining a close relationship with stakeholders, we intend to initiate dialogue with employees, local organizations, and Non-Governmental Organizations, in order to ensure that our social responsibility management system takes into account the perspectives of all relevant interested parties.

ICOM is aware of the path that still lies ahead and, above all, of the need to trigger a cultural change that will support the economic and cultural growth of our country and, consequently, of our company.

We aim to affirm the principles of social responsibility, inclusiveness, impartiality, fairness, and transparency, focusing on the enhancement of individuals, safeguarding our personnel, and opposing all forms of discrimination.

This Policy is supported by appropriate objectives, targets, and commitments defined in specific corporate documents and periodically reviewed in order to assess their level of implementation and achievement over time, as well as to ensure their continued adequacy with respect to company policy.

This Policy is made available to anyone who may request it.

  
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