

SOCIAL RESPONSIBILITY AND HUMAN RIGHTS POLICY

The Trevi Group is a world leader in the field of underground engineering and construction, including special foundations, soil consolidation, remediation of contaminated sites, ports, dam strengthening, and any other specialized technology in the sector.

The Trevi Group recognizes the ethical values of respect for human rights as playing a central role in its corporate strategy. For this reason, it considers it essential to adopt socially responsible conduct, managing its activities properly and with attention to the expectations of all stakeholders, in order to contribute to building a society based on the principles of solidarity, equality, and the protection of people and their rights.

To improve the general conditions for managing and enhancing human capital, and to support the respect and protection of working conditions and the rights of its employees and the entire value chain, the Trevi Group undertakes to convey to all stakeholders a strong message aimed at promoting awareness and application of the requirements set out in the SA8000:2026 Social Responsibility standard, the United Nations Universal Declaration of Human Rights, and the ILO Conventions (*International Labour Organization*).

In accordance with these requirements, the Trevi Group undertakes to ensure:

- respect for human rights;
- the prohibition of any form of physical or mental violence and coercion, including verbal abuse or any other offence against personal dignity;
- respect for labour law;
- compliance with collective labour agreements and company-level supplementary agreements regarding contributions, working hours, rest periods, holidays, and any other related matters;
- freedom of participation in and organization of trade unions without any retaliation;
- the development of the professional skills of all personnel, taking into account their abilities, competencies, and inclinations, through continuous training, instruction, and consultation;
- protection against child exploitation and forced labour;
- the safety of its personnel, ensuring a systematic approach to risk management and the elimination of hazards in order to prevent incidents, accidents, and occupational diseases;
- the promotion of an inclusive culture and the recognition and acceptance of diversity, avoiding any form of discrimination;
- the adoption of disciplinary practices that respect personal dignity;
- workers' well-being and respect for work-life balance;
- respect for the cultures, customs, and social rights of the communities in which the Trevi Group operates, contributing to their socio-economic development by offering training, employment, and business opportunities and, more generally, through projects and initiatives aimed at improving their well-being and quality of life.

The Organization applies an approach based on Human Rights Due Diligence, aimed at identifying, preventing, mitigating, and monitoring actual or potential risks and impacts on human rights and workers' rights, both within its own operations and along the value chain and relevant business relationships.

To achieve these objectives, the Trevi Group makes the necessary resources available to:

- maintain this policy effectively reviewed, documented, implemented, active, communicated, and accessible in an understandable form at all levels of the organization and to all stakeholders;
- implement and keep up to date the Social Responsibility and Human Rights management system, ensuring its constant monitoring, continuous improvement, and the active involvement of workers and relevant external parties;
- ensure the availability of safe and accessible mechanisms for reporting concerns and complaints, guaranteeing protection against any form of retaliation;
- disseminate, both internally and externally, to stakeholders including suppliers, partners, and customers, the concepts relating to **Social Responsibility and Human Rights** through communication that is understandable and accessible to all.



Giuseppe Caselli
Chief Executive Officer

TREVIGroup