

# Social Responsibility Policy and Human Rights

The Trevi Group is a world leader in the field of underground engineering and construction (*special foundations, soil consolidation, recovery of polluted sites, ports, consolidation of dams and any other specialized technologies in the specific sector*).

Trevi Group recognizes that the ethical values of respect for human rights play a central role in its corporate strategy. For this reason, it considers it fundamental to adopt socially responsible behavior, managing its business in a correct manner and paying attention to the expectations of all stakeholders, in order to contribute to the development of a society based on the principles of solidarity, equality and protection of people and their rights. In order to improve the general conditions of management and enhancement of human assets and to support the respect and protection of working conditions and workers' rights, Trevi Group undertakes to send a strong message to all interested parties aimed at the knowledge and application of the requirements of the SA8000:2014 Social Responsibility standard, of the United Nations Universal Declaration of Human Rights and the ILO (*International Labor Organization*) Conventions.

*By following these requirements, Trevi Group undertakes to ensure:*

- respect for human rights;
- the prohibition of the use of any form of violence and physical or mental coercion, including verbal offence or any other offence against the dignity of the person;
- respect for labour rights;
- observance of collective labour agreements and supplementary company agreements for contribution aspects, working hours, rest, holidays and anything else;
- freedom of trade union participation and organisation without any retaliation;
- the development of the professionalism of all personnel, taking into account their abilities, skills and inclinations, through continuous education, training and consultation;
- protection against child exploitation and forced labour;
- safety of its personnel by ensuring a systematic approach to risk management and elimination of hazards in order to prevent accidents, injuries and occupational diseases;
- the promotion of an inclusive culture and the recognition and acceptance of diversity by avoiding any form of discrimination;
- the respect for the cultures, customs and social rights of the Communities in which Trevi Group operates, contributing to their socio-economic development through the provision of training, employment and business opportunities and generally through projects and initiatives to improve their well-being and quality of life.

*In order to achieve these objectives, Trevi Group provides the necessary resources to:*

- keep this policy effectively documented, implemented, active, communicated and accessible in an understandable form to all levels of the organisation
- implement and keep updated the Social Accountability and human rights management system, guaranteeing its constant monitoring and continuous improvement
- disseminate internally and externally, to interested parties including suppliers and subcontractors, the concepts related to Social Accountability and human rights through communication that is comprehensible and accessible to all.

It is Trevi Group's purpose to ensure that the values of social responsibility and protection of Human Rights set out above are followed by all employees, at every level, as well as by all third parties involved in the value chain.

**TREVI Group**

Cesena, 3 September 2024

  
**Giuseppe Caselli**  
CEO