


POLICY OF THE ENVIRONMENTAL, HEALTH AND SAFETY AT WORK AND GENDER EQUALITY INTEGRATED MANAGEMENT SYSTEM

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1. Purpose and Content

The purpose of the Sustainability and Gender Equality Policy is to identify the principles of sustainability, occupational health and safety and gender equality that inspire Italcertifer in the fulfilment of its mission and to establish the related objectives for all the processes and activities of the company and its subsidiaries.

The sustainability policy also expresses Italcertifer's commitment to continuous improvement and to the concrete achievement of the 2030-2050 long-term objectives defined by the FS Italiane Group, also in support of the UN 2030 Agenda, in every sphere and context in which the company operates.


The Gender Equality Policy is based on the premise of recognising that diversity, equity and inclusion (Diversity, Equity and Inclusion (Diversity, Equity and Inclusion - DEI) are fundamental to business success and the creation of a sustainable and innovative work environment. This policy is developed in accordance with UNI/PdR 125:2022 to ISO 30415, the United Nations (UN) International Bill of Human Rights, the Conventions and Recommendations of the International Labour Organisation (ILO), and the applicable diversity, equity and inclusion requirements of the countries in which it operates in order to promote the inclusion of all diversity, ensuring and equal opportunity for all those working on behalf of the company.

The Policy is periodically reviewed and disseminated inside and outside the Company, in the manner prescribed for organisational documentation management.

This Policy intends to support **women's empowerment** in business, i.e. the process through which a woman acquires skills, autonomy and power that enable her to make strategic choices in the personal, social, political and economic spheres and thus to have control over her own life. This process is designed to, recognises the specific needs and experiences of women, enabling them to experience equal relationships and to exercise their right to access the labour market and relevant public services (e.g. welfare, health, education) in accordance with the UNI/PdR 125:2022 guideline.

2. Scope of Application

This document applies to the activities of ITF which include: *"Provision of services such as project verification for the purposes of validation in the context of public works, conformity assessment of products and systems, certification in the railway sector of light rail and similar systems, as well as the performance of tests on infrastructures and rolling stock, including the following activities: inspections, audits and field attendance; equipping of laboratory and line equipment, performance of executive technical functions and of chief test officer in tests on infrastructure and on board vehicles (also through rolling stock handling)."* These in turn fall within the scope of Italcertifer's Environmental, Occupational Health and Safety and Gender Equality IMS, certified in accordance with the requirements of UNI EN ISO 14001, UNI ISO 45001 and UNI/PdR 125:2022 standards.

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3. Structures Involved

The contents of this document must be applied by all Italcertifer's organisational structures and by the relevant persons appointed to the indicated roles, which provide for what is defined in this policy in their areas of responsibility.

In particular, in relation to the UNI/PdR 125:2022 guideline, the CEO appointed the Steering Committee to ensure the adoption and continuous and effective implementation of the gender equality policy (general and related).

4. Acronyms and Definitions

Acronym	Description
AD	Chief Executive Officer and General Manager
FS	Italian State Railways
ISO	International Organisation for Standardisation

5. Sustainability Policy

The Sustainability Policy identifies the principles that inspire Italcertifer's work in the management of all processes and activities, including those relating to its Integrated Environmental Management System (UNI EN ISO 14001), for Health and Safety in the workplace (UNI ISO 45001).

Italcertifer S.p.A., intends to contribute to improving the quality of life for present generations without compromising the ability of future generations to meet their needs.

Through this Sustainability Policy, this commitment is made in accordance with the principles set out below:

Italcertifer S.p.A., has traced a significant path in the design and realisation of sustainable infrastructural works that affirm a new model of engineering capable of orienting change towards environmental sustainability, economic compatibility and social innovation, to concretely promote infrastructures as active components of the structuring processes of territories and landscapes.

In the new vision of infrastructure development, sustainability becomes an essential driver to address an innovative engineering concept that is more resilient and inclusive.

Aware of the central role of the mobility sector for responsible and sustainable growth, we intend to contribute to improving the quality of life and of the territories we pass through, by developing integrated and efficient infrastructures and modes of transport, with particular emphasis on urban contexts. We undertake these commitments in accordance with the principles set out below:

CREATION OF SHARED VALUE

We strive to reconcile economic objectives with social and environmental objectives by generating value for the company, for stakeholders, enhancing positive externalities and avoiding or minimising negative ones.

COMMUNITY AND STAKEHOLDER INVOLVEMENT

We are committed to the pursuit of sustainable development, as defined by the 2030-2050 Goals defined by the FS Italiane Group, also in support of the UN 2030 Agenda, by promoting a systematic process of stakeholder engagement, convinced that the analysis of the context in which we operate, the identification and understanding of our Stakeholders' needs and their involvement, must be fundamental elements of the Group's decision-making processes.

SAFETY AT WORK


We are committed to ensuring an ever-higher level of health and safety in all activities that entail risks for employees, including by consolidating the culture of risk management and prevention. Continuously improve occupational health and safety performance in order to ensure safe and healthy working conditions, eliminate hazards, reduce risks, and prevent occupational injuries and illnesses. Promote consultation and participation of employees and workers' representatives. We undertake to ensure that information on company health and safety risks is disseminated to all workers and interested parties; that training is carried out and updated with specific reference to the task carried out; that all applicable laws and regulations are complied with; that suppliers are selected also through a health and safety at work approach and that the adoption of rules of conduct that respect the health and safety of workers is promoted with all business counterparts.

VALUE OF EMPLOYEES

We are committed to always putting people at the centre of our daily actions, with their value, differences and rights. We undertake to involve them and to develop their skills and competences in line with their aptitudes and professionalism, promoting information and training activities at all organisational levels. We are committed to ensuring that recruitment, training, development and career advancement are based on merit and free from any form of discrimination. We also consider integrity an indispensable element and discourage corrupt practices in any way.

EFFICIENT USE OF RESOURCES AND ENVIRONMENTAL PROTECTION

We are committed to promoting the efficient use of energy resources and the reduction of greenhouse gas emissions, through the implementation of energy-efficient technologies and the promotion of renewable sources for uses necessary for business operations. We are committed to fostering the adoption of a Life Cycle Assessment (LCA) logic in all processes in order to minimise the impact of our activities on the environment, with particular attention to water consumption, waste and the prevention of soil pollution; we encourage our suppliers to improve their environmental performance and, where possible, we guide and support them in their improvement process. We are committed to ensuring that information on the company's environmental risks is disseminated to all workers and interested parties; that training is carried out and updated with specific reference to the task performed; that all applicable laws and regulations are complied with; that suppliers are also selected on the basis of environmental awareness; and that the adoption of environmentally friendly rules of conduct is promoted among all business counterparts.

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INNOVATION AND DIGITISATION.

Introducing innovation and digitisation in processes, technologies and ways of working, promoting research and development activities that aim at the effective integration of Sustainability and Innovation in order to chart a competitive evolution of the infrastructure system.

COMPLIANCE WITH LAWS AND REGULATIONS.

Ensuring compliance with current EU, national and local regulations, all applicable legal requirements as well as voluntarily subscribed compliance obligations and the guidelines and guidelines of the Parent Company and the Infrastructure Cluster, with particular attention to those concerning environmental issues and Workers' Health and Safety aspects.

RESPECT FOR HUMAN RIGHTS

We are committed to ensuring respect for human rights in our operations, operating within the framework of the United Nations Universal Declaration of Human Rights, and between suppliers and business partners, contributing to the creation of a responsible supply chain. We reject all forms of irregular employment and promote policies aimed at the psychophysical well-being of staff.

Consistently with the above, Italcertifer's activities are carried out in compliance with the ten principles of the United Nations Global Compact, a voluntary initiative for sharing sustainability values (human rights, labour, environment and anti-corruption). We are therefore committed to a path of continuous improvement, monitoring progress, publicly reporting results and actively involving our stakeholders.

This Sustainability Policy is disseminated to all the Companies of the FS Italiane Group and made public through the corporate website, and is periodically reviewed in relation to events, changes and the results of monitoring and audits.

We take it upon ourselves, the responsibility of giving it concrete form, declining it with respect to the reality, the operational context and the nature of our Company's activities and constantly drawing inspiration from its principles in our daily actions, applying it to all activities and in all countries in which Italcertifer operates.

The commitments and principles listed above are communicated to staff, customers, suppliers and interested stakeholders.

6. Gender Equality Policy

Italcertifer S.p.A. ..., backed by many years of experience at national and international level in the *"Provision of services such as project verification for the purposes of validation in the field of public works, conformity assessment of products and systems, certification in the railway sector of light rail and similar systems, as well as the performance of tests on infrastructure and rolling stock, including the following activities inspections, audits and field presences; equipping of laboratory and line equipment, performance of technical executive and chief test functions in infrastructure and on-board vehicle tests (also through rolling stock handling)"* and with the aim of extending its range of action to strategic sectors such as cybersecurity inspection, verification of works of art and new certification schemes, it intends to distinguish itself for its commitment to creating an inclusive working environment, based on the principles of gender equality and aimed at preventing all forms of discrimination. It has long been committed to enhancing the issues of Diversity and ensuring Gender Equality by valuing the uniqueness of the resources working in the company, favouring, maintaining and strengthening all processes capable of developing women's empowerment in business activities, also through the achievement of the Gender Equality Certification.

For this purpose, the Management of Italcertifer, in coordination with the Steering Committee, has defined this Gender Equality Policy, communicated and disseminated within the organisation and to all interested parties, with which it undertakes to guarantee equal dignity and equal opportunities to all persons regardless of gender, promoting the uniqueness of the individual resource as a "social value" and an opportunity for economic growth with the aim of developing a working context capable of enhancing diversity and guaranteeing equal working opportunities. It ensures gender equality through concrete actions that, in addition to complying with the requirements/indicators established in the individual areas as per UNI/PdR 125:2022 Practice, are of real and tangible appreciation by the parties concerned.

In particular, it undertakes to

- Ensure gender equality at all stages of the employment relationship: from selection to recruitment, training, professional development and remuneration policies. Ensure that the application selection process is carried out without any discrimination or bias on the basis of gender, ethnicity, age, physical or mental disability, sexual orientation, religious belief, activity or political affiliation.
- Promote gender balance in positions of responsibility and professional development opportunities, taking into account the specific field in which it operates.
- Ensure fair pay for similar roles, without bias and gender-neutral.
- Support where necessary, including parental protection, employees during and after periods of long absence from work, avoiding any discrimination during and after leave, and promoting proper reintegration.
- Adopt flexible working arrangements that are non-penalising and time compatible with the assigned objectives.


- Preventing and counteracting all forms of discrimination, stereotyping and prejudice related to gender.
- Ensure that employees are aware of the policies regarding the company's commitment to maintaining an environment free from discrimination, harassment and retaliation, in application of the Code of Conduct on sexual harassment in the workplace.
- Valuing diversity.

Therefore:

- Selection and recruitment processes are based on neutrality, transparency and gender equity, and jobs are defined according to inclusiveness criteria, to ensure equal access to the opportunities offered, without distinction of sex, race, language, personal and social conditions, religion or political opinions.
- Equal opportunities for professional growth and promotions, based solely on merit and performance, are ensured. Training programmes, including development programmes, are accessible to all personnel.
- Development policies are regularly communicated to employees, ensuring transparency and consistency with the principles of equity and inclusion, and we monitor the correct application of the provisions of the CCNL, the FS company contract, as well as Group policies, in terms of pay, benefits and bonuses to avoid any gender inequality.
- Welfare programmes are designed to meet the needs of all genders and age groups, fostering a harmonious balance between professional and personal life and dedicated maternity and paternity programmes.
- Awareness-raising, information and training actions are promoted on the principles of our code of ethics, gender equality and combating stereotypes. Particular attention is paid to those in top and managerial positions to ensure conscious and inclusive leadership.
- A communication plan on gender equality issues, involving all stakeholders, is adopted, based on respectful, authentic and accessible inclusion for all, regardless of factors such as age, gender, ethnicity, religion, sexual orientation or disability by promoting a positive image of women and men in every context.

Italcertifer S.p.A. recognises that gender equality is fundamental to the company's success and to the creation of an inclusive and stimulating work environment, and constantly monitors the application of this policy, analysing performance indicators periodically and reviewing it in relation to the results of monitoring and audits.

This document, made known to all staff, collaborators and all internal and external stakeholders through publication on the company intranet and website, represents the general reference framework useful for defining the guidelines and results to be pursued, through quantified, measurable and consistent objectives, to which everyone is called upon to contribute for tangible and constant improvement.

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7. Reference Documentation

International Standards

- Standard UNI EN ISO 14001:2015 'Environmental Management Systems - Requirements and guidance for use'.
- UNI ISO 45001:2018 'Occupational Health and Safety Management Systems - Requirements and guidance for use' standard
- UNI/PdR Practice 125:2022 "Guidelines on the Management System for Gender Equality, which provides for the adoption of specific KPIs (Key Performance Indicators) related to gender equality policies in organisations.

Italcertifer documents¹

- Corporate Code of Ethics
- FS Italiane's Code of Conduct on Sexual Harassment in the Workplace
- Manual of the Integrated Environmental, Health and Safety at Work and Gender Equality Management System.
- FS Group Policy on HR, Gender Equality, Diversity, Equality & Inclusion.

¹ Current documents in the latest version available in the company's computerised document archiving systems.