T.E.A.TEK's Governance declares that it has implemented a Social Accountability Management System according to the international standard SA 8000 (*Social Accountability*), in order to strengthen its commitment in the social sphere and promote values of integrity and business ethics.

In line with the provisions of the T.E.A. Tek Group's Code of Ethics and Corporate Policy, this Policy confirms the company's commitment to achieving the highest ethical standards and sustainable business development, respecting and applying the principles of the SA 8000 standard in the corporate context, in compliance with the provisions of applicable laws and the main international conventions on human rights and workers' rights.
In particular, in line with the SA 8000 standard, the T.E.A. Tek Group is committed to:

- **Rejecting the employment of child labour**
  Absolute prohibition of hiring child labourand a commitment to counter such labour if it occurs at suppliers/subcontractors and sub-suppliers.
- **Rejecting the use of forced and compulsory labour**
  Do not resort to or support the use of forced and compulsory labour.
- **Protecting the health and safety of workers and their well-being**
  Ensuring a healthy and safe workplace for all employees by taking the necessary measures to protect the welfare of workers and prevent accidents and damage to their health during their employment in the company.
- **Respect the right to freedom of association and collective bargaining**
  Fully respect the right of workers to join and form trade unions and promote collective bargaining.
- **Respect the right to a decent wage and fair working hours**
  Ensure working hours and overtime in line with the contract, guaranteeing a decent and sufficient salary.
- **Respect the principles of dignity, equality and non-discrimination**
  Prohibit any form of discrimination, including exclusion or preference based on race, gender, sexual orientation, age, disability, religion, political opinion, nationality or social class.
- **Prohibiting unfair disciplinary practicies**
  Prohibit the use of any form of physical, bodily and mental coercion, including verbal insults or any other offences against the dignity of persons.
- **Developing an SA 8000 Management System**
  Implement, maintain and monitor a Social Accountability Management System, in order to further preside over social accountability issues, promoting continuous improvement processes fueled by risk assessment and mitigation.

The T.E.A. Tek Group is committed to ensuring that the principles of Social Responsibility are disseminated, understood and respected by workers, supply chain members and all stakeholders, promoting their involvement and hoping for constructive interaction.
The Group encourages employees to submit bona fide reports (anonymous and otherwise) concerning alleged or established violations of this Policy through the Whistleblowing channel, accessible at the following web address: https://www.teatekgroup.it/whistleblowing/

In case the company does not take up such complaints or reports, it is possible to contact the certification body, Apave, by any of the following means:
• E-mail: stefano.bertini@apave.com
• Telephone: +39 0633270123
• Address:

APAVE CERTIFICATION ITALIA S.r.l.
Via Giuseppe Rosaccio 33, 00156, Roma

In the event that the certification body proves to be deficient in providing feedback regarding the complaint made, the report can be sent directly to the Social Accountability Accreditation Services (SAAS) accreditation body at e-mail: saas@saasaccreditation.org or in writing to the following address:

9 East 37th Street, 10th Floor, New York, NY 10016,
Tel: (212) 391-2106 Fax: (212) 684-1515.

The Group is committed to treating every report received with confidentially, privacy and without any form of retaliation, subject to legal obligations.

Acerra, Napoli, Italy
26 June 2025

The Chairman of the Board of Directors of T.E.A.TEK

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