LATTANZIO KIBS
knowledge intensive business services

SA8000 Social Accountability Policy

Rev.00 of 11/11/2026

Lattanzio KIBS S.p.A. (hereinafter “the Company”) considers respect for human and workers’ rights a fundamental value in the way it works. For this reason, it has adopted a social accountability management system compliant with the SA8000 standard.

Through this Policy, the Company undertakes to comply with the requirements of the standard, national laws, the applicable national collective labour agreement (CCNL) and the main international instruments on workers’ rights, such as the Conventions of the International Labour Organization and the Universal Declaration of Human Rights. Where different rules provide for different provisions, the Company applies the one offering the greatest protection to the worker.

Our commitments

In particular, the Company undertakes as follows:

1. **Child labour:** the Company does not employ children or young workers (under the age of 18), not even within school-to-work programmes. Internships, for instance those activated under agreements with universities, are reserved exclusively for persons of legal age.
2. **Forced labour:** not to use any form of forced or compulsory labour: every worker is free to terminate the employment relationship with the required notice.
3. **Health and safety:** to ensure safe and healthy workplaces, in compliance with Italian Legislative Decree 81/08: the Company assesses and updates risks, trains its staff and adopts measures to prevent accidents and occupational diseases.
4. **Freedom of association:** to respect the right of every worker to join the trade union of their choice and to take part in collective bargaining, without any negative consequences.
5. **Discrimination:** not to engage in or tolerate discrimination in hiring, remuneration, training, career development or termination of employment, on any grounds: gender, age, origin, religion, disability, sexual orientation, political opinions, trade union membership, marital status, pregnancy or parenthood. The Company does not tolerate harassment and promotes gender equality, also through the UNI/PdR 125:2022 certification.
6. **Disciplinary practices:** to treat everyone with dignity and respect and to apply only the disciplinary measures provided for by law and by the CCNL, without psychological pressure or verbal abuse.
7. **Working hours:** to comply with the working hours, leave and holidays provided for by law and by the CCNL. Overtime is voluntary, limited and paid as provided for by the contract. The Company promotes work-life balance, also through Smart Working.
8. **Remuneration:** to guarantee remuneration at least equal to that set by the CCNL and sufficient to meet the basic needs of workers and their families (living wage), paid on time, in a traceable manner and with a clear pay slip.

How we put these commitments into practice

- The **Social Performance Team (SPT)**, made up of a management representative and a workers’ representative, periodically assesses risks, monitors the implementation of the standard and proposes improvement actions.

- Anyone can submit a **report or complaint**, also anonymously, through the company whistleblowing channel or by writing to csr@lattanziokibs.com. Reports may also be addressed to the certification body SQS (www.sqs.it) and to SAAS, the SA8000 accreditation body (saas@saasaccreditation.org).
  Reports are handled in accordance with Group procedure PR 15 “Compliance with social accountability requirements under the SA8000 standard and gender equality requirements under the UNI/PdR 125:2022 reference practice – Management of reports and complaints”. The Company guarantees that no one will suffer negative consequences for submitting a report.
- All staff receive training on the SA8000 standard from the moment they join the Company.
- The Company requires its suppliers to comply with SA8000 principles and verifies their application.
- At least once a year, Management verifies that this Policy is adequate and that the management system is working effectively, in order to improve it over time.

Dissemination

This Policy is communicated to all staff, is available in the company network folder accessible to all employees, and is published on the company website.