




SA8000 INFORMATION
SOCIAL RESPONSIBILITY MANAGEMENT SYSTEM

AND
CONTACTS



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What SA8000 is?

SA8000 is an international standard based on a voluntary commitment. The Standard defines the requirements that a company or organization must comply to be recognized as socially responsible. The law was established in 1997 by the SAI (Social Accountability International), an international organization based in New York that works in defense of human rights.

What Social Responsibility means?

In defining the SA8000 standard, the SAI has considered the worker as the main subject to be protected, at any level of the production chain: from its employees to the employees of its customers, up to those of its suppliers.

The logic behind this is in the fact that if every person involved becomes responsible and aware of the impact of his actions on a large scale, and therefore on society, the tendency will be towards an improvement in the quality of life of all.

Why does Wind Tre follow this certification?

Wind Tre considers its employees a capital to be protected, ensuring the respect for every worker. The SA8000 certification requires that the Company has a Social Responsibility Management System, is subjected to periodic checks by an external Certification Body, which guarantees that the requirements of the standard are constantly respected and applied.


What areas does the SA8000 Standard cover?

The SA8000 Standard covers the following areas: child labor, forced or compulsory labor, health and safety, freedom of association and the right to collective bargaining, discrimination, disciplinary practices, working hours, Remuneration.

How to report on non-compliance with the Standard

Employees, stakeholders, suppliers and interested parties can make reports or complaints regarding the implementation of the SA8000 Standard.

As stated in the SA8000 Policy Manual: "the company refrains from taking disciplinary action, carrying out dismissals or implementing any form of discrimination against any employee who provides indications related to compliance with the SA8000:2014 Standard" and on the corporate website "Wind Tre Group, no matter how the report is made, will ensure the confidentiality of the reporter and, where requested, the anonymity and will manage confidentially and in compliance with the applicable legal regulations, all information related to the case. Wind Three Group will not tolerate any retaliation, threats or discriminatory acts against a reporter who makes a report in good faith.

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Reports of any inconveniences, complaints regarding the requirements of the Social Responsibility standard and the way in which they are handled daily, can be anonymous and can be sent by Wind Tre S.p.A employees through the following channels:

- Whistleblowing Platform on the Company corporate website www.windtregroup.it through the following [link](#).
- Email addressed to: segnalazioniwhistleblowing@windtre.it
- Verbal reports can be made to the Director of the Audit, 231 Compliance & Risk Management Department

For more information and details refer to the Company's corporate website www.windtregroup.it at the following [link](#).

Please note that customers are not allowed to make suggestions or complaints such as, for example, complaints about service quality, prices etc.

Secondly, suggestions and/or reports can be sent to:

- Certification Body DNV: at feedback.italia@DNV.com
- International Body that issued the Standard S.A.I: at saas@saasaccreditation.org