

MANAGEMENT STATEMENT

- COMMITMENT TO THE ADOPTION OF THE SA 8000:2026 MANAGEMENT SYSTEM -

1. Foreword and purpose

By means of this document, the top management of Stucchi Servizi Ecologici S.r.l. (hereinafter "the Organization") formally declares its will and commitment to adopt, implement, maintain and continually improve a Social Accountability Management System (hereinafter "the SA management system") compliant with the requirements of the international standard SA 8000:2026.

Social accountability is an integral part of the Organization's strategy and values and complements the management systems already in place (ISO 9001, ISO 14001, ISO 45001 and UNI/PdR 125), completing their ethical and social dimension.

2. Scope of application

The commitment expressed in this Statement applies to the entire Organization, to all of its functions, processes, sites and worksites, and to all personnel, regardless of role, level, job grade or type of contract, including agency workers and personnel operating at external contracts and worksites.

The Organization further undertakes to promote and extend the principles of SA 8000:2026 throughout its supply chain and in its relationships with contractors, subcontractors and private employment agencies.

3. Policy commitments (criterion M4 of SA 8000:2026)

In accordance with criterion M4.1 of the SA 8000:2026 standard, top management undertakes and documents in its policy, as a minimum commitment, to:

- meet or exceed the requirements and principles of this Standard, applicable legal requirements and other relevant requirements, as well as the relevant international instruments (ILO Conventions and Recommendations, Universal Declaration of Human Rights, UN human-rights covenants, UN Convention on the Rights of the Child);
- address the risks the Organization causes, contributes to, or is directly linked to through its operations or business relationships, with measures commensurate with their severity and likelihood;
- prioritize solutions that prevent adverse impacts, both in the short and the long term;
- behave ethically and with integrity in compliance with this Standard;
- maintain integrated management systems to ensure consistency in meeting the requirements of this Standard;
- maintain consultation and respond to the expectations of workers and other interested parties, including by engaging in social dialogue;
- consider risks to personnel in business planning and commit to mitigating the associated impacts;
- continually improve its performance and the management systems related to this Standard.

In line with criterion M4.2, top management also defines and documents the mutual expectations towards business partners, committing to require their compliance with the principles of the Standard, to conduct their due diligence and to set clear expectations including for the possible termination of the relationship.

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4. Decent work principles (criteria D1–D7)

The Organization commits to respecting and enforcing the decent work principles set out in the SA 8000:2026 standard:

- D1 – Protection of children and young workers: not engaging in or supporting child labour and safeguarding the health, safety and development of young workers;
- D2 – Freedom of association and right to collective bargaining: recognizing and respecting the right of workers to form and join trade unions and to bargain collectively;
- D3 – Free and fair recruitment, employment and dismissal: not engaging in or supporting any form of forced or compulsory labour, human trafficking or unethical recruitment practices;
- D4 – Adequate working hours, wages and benefits: complying with working-time limits set by law and the applicable collective agreement and ensuring decent remuneration, not lower than a living wage;
- D5 – Freedom from discrimination: prohibiting any form of discrimination and any coercive, physical, psychological or verbal disciplinary practice;
- D6 – Health and safety: ensuring a safe and healthy working environment and preventing occupational accidents and illnesses;
- D7 – Privacy: protecting the confidentiality and fair processing of workers' personal data.

5. Management system commitments (criteria M1–M10)

To ensure the effective implementation of this Statement, top management commits to implementing and maintaining a management system compliant with criteria M1–M10 of the Standard and, in particular, to:

- M1 – integrating the principles of the Standard into strategy, roles, objectives and decision-making processes, taking ultimate responsibility at the highest level (top management);
- M2 – ensuring the effective involvement and consultation of workers and their representatives;
- M3 – ensuring the involvement of relevant interested parties;
- M4 – keeping social accountability policies consistent and up to date;
- M5 – analysing context, impacts and social risks through a human-rights due diligence (HRDD) process;
- M6 – setting measurable objectives, planning actions and providing the necessary human, organizational and financial resources;
- M7 – ensuring awareness, training and implementation at all levels;
- M8 – operating with integrity and transparency in information and records;
- M9 – maintaining monitoring and grievance mechanisms that are accessible, confidential and free from retaliation against the complainant;
- M10 – carrying out periodic management review and promoting continual improvement;
- appointing the Management Representative for SA 8000 and establishing and supporting the Social Performance Team (SPT), identified by the Organization — in line with its intent to integrate its management systems — as the Ethics Committee (Comitato Etico).

6. Implementation, review and continual improvement

Top management incorporates the principles of this Statement into the integrated Policy (GM 001) and ensures its implementation through the documentation and processes of the SA 8000 management system. The commitments undertaken are subject to periodic review, at least annually within the Management Review, in order to verify their continued adequacy and to promote the continual improvement of social performance.

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7. Dissemination

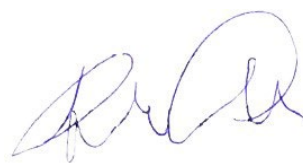
This Statement is made publicly available, posted in the workplace in a form accessible to all personnel and communicated to interested parties, including upon request.

8. Approval

This statement is issued and signed by the top management of the Organization in the person of its legal representative pro tempore.

Data: 19/05/2026

L' Amministratore



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ISO 9001:2015 ISO 14001:2015 ISO 45001:2023